

The background of the slide is a collage of various military and technological elements. At the top left, a helicopter is shown in flight. To its right are several satellite images and a missile launching from a launch tube. Below these, a large tank with camouflage paint is prominent in the foreground. In the background, there's a military vehicle and a building. In the bottom left corner, there's an inset image of a control panel with a red light and several buttons.

Evaluation Reporting System (ERS)

References

- AR 623-3 – 15 May 2006
- DA PAM 623-3 – 15 May 2006
- MILPER MSG 06-143 Military Evaluation Systems Implementation, 12 May 2006



NEW!
Combined 3 REGs
into 1!

Learning Objectives

Terminal Learning Objective:

Review evaluations and understand recent regulatory changes.

Enabling Learning Objectives:

- A. Describe the principles of the ERS system.
- B. Describe the duties/responsibilities of the rating chain.
- C. Discuss the counseling requirements of the DA Forms 67-9-1 and 67-9-1a.
- D. Discuss the requirements of completing the DA Form 67-9.
- E. Discuss Referred Reports and Officer Evaluation Redress Program.
- F. Discuss why lieutenant OERs are masked after promotion to captain.

Learning Objectives

- G. Explain the role of the commander and evaluation principles for rating officials.
- H. Describe the actions required of a rater for the initial counseling of an NCO.
- I. Briefly explain how subsequent counseling is different from initial counseling.
- J. Discuss the actions of the rater, senior rater, and the reviewer in the processing of the NCO-ER.
- K. Briefly explain the forms of redress and their purpose.

Learning Objectives

- L. Discuss the lessons learned from previous promotion board's assessment of deficiencies in the NCO-ER system and how company commanders can work towards correcting or preventing the deficiencies from happening again.
- M. Discuss major changes in OERS and NCOERS.
- N. Introduce My Forms in the AKO Portal.

ERS Purpose

- ERS determine:
 - the quality of the officer and NCO corps
 - the selection of future Army leaders
 - the course of each officer's & NCO's career
- Evaluation reporting process - review (AR 623-3 para 1-7, 1-8 and DA PAM 623-3 pg. 12, 2-3, b.)



Principles of the Evaluation Reporting System

- **Evaluate** the Performance and Potential of officers WO1 thru MG and NCOs CPL thru CSM.
- **Identify** officers and NCOs for promotion and assignment to positions of greater responsibility.
- **Combines** all evaluations (OER, NCOER and AER) into one system under one regulation.
- **Knowledge** that the majority of all officer ratings will be center of mass and therefore the norm (MAJ-BG).

The Rating Chain

Responsibility of the Rating Chain

- Rated Officer
- Rater - 90 days min (in same position)
- Intermediate Rater - 60 days min
- Senior Rater - 60 days min
 - Must be 1-2 grades higher (2-5, 2-6, 2-7)
 - Civilians? – (Table 2-1, pg 7)



COUNSELING

Initial Counseling

- Officers: DA 67-9-1
- **NEW!** NCOs: DA 2166-9-1
 - Combines NCOER Counseling checklist with the new NCOER Support Form.
- Should be immediately but must be within first 30 days of rating period.

Initial Counseling Process

- Rater provides rated officer with their support form and senior rater support form ASAP.
- Developmental Support Form for Officers WO1 - CPT.
- Initial counseling within the first 30 days.
Rater approves:
 - Duty description and major performance objectives (67-9-1 & DA2166-8-1)
 - DSF (67-9-1a) will be completed with developmental tasks that support the major performance objectives agreed to on the Support Form(See example in DA PAM 623-3, pgs 8-11 & 32-33)

Initial Counseling Process

- Rater and rated officer/NCO initial.
- Rater forwards the support form to the senior rater for review and initials.
- Reviewer of NCOERs must also initial.
- Rater maintains a copy of the initialed support form.

Part I

Officer Evaluations

What's New:

- **Electronic Forms, Signatures and AKO Submission**
- **No Block Check for Company Grade Officers**
- **UIC on Form**
- **AER time counted as Non-rated time on OER**

DA Form 67-9-1

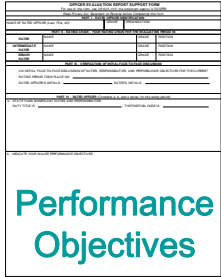
OER Support Form

- Purpose:
 - Promote a top down emphasis on leadership communication.
 - Integrating rated officer participation in objective setting, performance counseling, and evaluation.
 - Joint discussion of duty description and major performance objectives.

DEVELOPMENTAL SUPPORT FORM (DSF)

Enhancements to include CPT & CW2 Effective 1 Oct 04

CW3-CW5/MAJ-BG:

The image shows a portion of the SPT FORM, specifically the section for 'Performance Objectives'. It includes a table with columns for 'Performance Objectives' and 'Developmental Tasks'. The text 'Performance Objectives' is highlighted in blue.

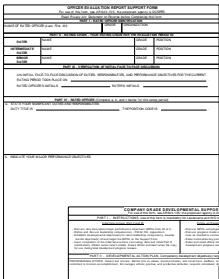
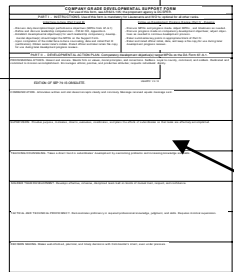
SPT FORM

MISSION REQUIREMENTS
and
MISSION TASKS



CPT/LT/CW2/W01s:

SPT FORM

The image shows a portion of the SPT FORM, specifically the section for 'Performance Objectives'. It includes a table with columns for 'Performance Objectives' and 'Developmental Tasks'. The text 'Performance Objectives' is highlighted in blue.The image shows a portion of the WORKSHEET, specifically the section for 'Developmental Tasks'. It includes a table with columns for 'Developmental Tasks' and 'Performance Objectives'. The text 'Developmental Tasks' is highlighted in blue.

WORKSHEET

MISSION REQUIREMENTS
(Objectives)

AND

DEVELOPMENTAL TASKS



DEVELOPMENTAL TASKS (DSF)

- * BASED ON MISSION LAID OUT IN SUPPORT FORM
- * FOCUSED ON LEADERSHIP DOCTRINE



MANDATORY COUNSELING BY RATERS OF OFFICERS
IN RANKS OF: CPT, LT, CW2, WO1



SR RATER APPROVAL/OVERWATCH
EXAMPLES:

Company Cdr DSF on Platoon Leaders

- BN Cdr over watch

Battalion Cdr DSF on Company Cdrs

- BDE Cdr over watch

DEVELOPMENTAL SUPPORT FORM (DSF)- FRONT SIDE: PARTS 1 & 2

PART I. INSTRUCTIONS

INITIAL COUNSELING

FOLLOW-UP COUNSELINGS

PART II. CHARACTER- LEADER VALUES, ATTRIBUTES, SKILLS

1. HONOR: Identifies with public code of Army values (honor)		5. RESPECT: Promotes dignity, consideration, fairness, & EO	
2. INTEGRITY: Possesses sound moral values; honest in word and deed		6. SELFLESS-SERVICE: Places Army priorities before self	
3. COURAGE: Manifests physical and moral bravery		7. DUTY: Fulfills professional, legal, and moral obligations	
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the ARMY, the unit, and the soldier			
ATTRIBUTES Fundamental qualities and characteristics	MENTAL Possesses desire, will, initiative, and discipline	PHYSICAL Maintains appropriate level of physical fitness and military bearing	EMOTIONAL Displays self-control; calm under pressure
SKILLS (Competence) Skill development is self-development; prerequisite to action	CONCEPTUAL Demonstrates sound judgment, critical / creative thinking, moral reasoning	INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions
	TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting		

DISCUSS

LEADER CHARACTER

[illegible]

DEVELOPMENTAL SUPPORT FORM (DSF)- PART III

PART III. DEVELOPMENTAL ACTION PLAN

PART III - DEVELOPMENTAL ACTION PLAN. Development tasks that target major performance objectives on the DA Form 67-9-1. (See FM 22-100, PART THREE)

INFLUENCING: Communicating, Decision Making, Motivating

COMMUNICATING. Articulates written and oral ideas/concepts clearly and concisely. Message received equals message sent. Displays effective listening skills.

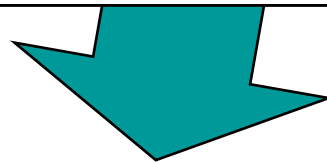
(1) Provide an oral OPORD brief to CO/XO during FTX in April.

DECISION MAKING. Reaches sound, logical decisions based on analysis/synthesis of information, and uses sound judgment to choose appropriate alternative(s).

(7) Facilitate a discussion on the ethical decision making during June OPD.

MOTIVATING. Inspires, motivates, and guides others towards mission accomplishment. Sets the example by being in excellent physical / mental condition and consistently displaying proper military bearing.

(3,6) Lead Platoon PT every Monday in April- set the example!



DA Form 67-9-1 (Rev. 1-10)	
1. NAME (Last, First, Middle Initial)	
2. GRADE	
3. COMMAND (Include unit and organization)	
4. DUTY ASSIGNMENT (Include position and organization)	
5. DATE (Month/Day/Year)	
6. PERIOD (Start/End Date)	
7. LOCATION (Include unit and organization)	
8. DUTY ASSIGNMENT (Include position and organization)	
9. DATE (Month/Day/Year)	
10. PERIOD (Start/End Date)	
11. LOCATION (Include unit and organization)	
12. DUTY ASSIGNMENT (Include position and organization)	
13. DATE (Month/Day/Year)	
14. PERIOD (Start/End Date)	
15. LOCATION (Include unit and organization)	
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18. PERIOD (Start/End Date)	
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90. PERIOD (Start/End Date)	
91. LOCATION (Include unit and organization)	
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93. DATE (Month/Day/Year)	
94. PERIOD (Start/End Date)	
95. LOCATION (Include unit and organization)	
96. DUTY ASSIGNMENT (Include position and organization)	
97. DATE (Month/Day/Year)	
98. PERIOD (Start/End Date)	
99. LOCATION (Include unit and organization)	
100. DUTY ASSIGNMENT (Include position and organization)	

- **Target performance objectives on Support Form**
- **At least one developmental task per leader action**
- **Tasks should be specific, measurable, and achievable**

DEVELOPMENTAL SUPPORT FORM (DSF)- PARTS IV AND V

PART IV. VERIFICATION

PART IV - VERIFICATION: Rater initials _____ Rated officer initials _____ Date _____ **senior rater initials**

PART V. DEVELOPMENTAL ASSESSMENT RECORD

PART V - DEVELOPMENTAL ASSESSMENT RECORD. Summary of key points made during follow-up counselings. Highlight progress and strengths observed as well as developmental needs across values, attributes, skills, and actions.

1st Assessment Key Points

participative

candid

constructive

NOT A RATING!!

positive

Rated officer initials _____ Rater initials _____ Date _____

Summary of key points

- **discussion of values, attributes, skills**
- **progress on developmental tasks and focus**
- **noted strengths**
- **further needs for focus/improvement**
- **rater/rated officer initials and date of counseling**

Subsequent Counseling

- Performance counseling is mandatory every 3 months after initial counseling.
- Rater and rated officer initial on the 67-9-1.

Subsequent Counseling

- Use of the DSF during rating period counseling:
 - Update major performance objectives - 67-9-1.
 - Rater will assess the rated officer's performance based upon the developmental tasks. (Block IV, 67-9-1a)
 - Rater and rated officer will update developmental tasks.
 - Rater and rated officer will initial the 67-9-1a.

Completed DA Form 67-9-1a

- Rated officer uses the DSF to help complete the significant contributions portion of the support form (67-9-1).
- Rater uses the DSF to assist in preparing the 67-9 (OER).
- Rater does not forward the DSF with the OER support form to the intermediate and/or senior rater.

Completed DA Form 67-9-1

- Rated officer completes part IVc, significant contributions, and forwards the support form to the rater.
- This is the rated officers opportunity to have input in the writing of his/her OER.
- Rater will use the support form to help write the narrative portion of the OER.
- Rater will sign and date in part V and forward to the senior rater.

DA Form 67-9-1

Significant
Contributions

**EXAMPLE OF COMPLETED OER
SUPPORT FORM – REVERSE SIDE**

1. LIST YOUR SIGNIFICANT CONTRIBUTIONS

1. As a result of well designed train-up program, achieved a GO on all assigned missions during ARTEP and 100% first time qualification on tables 8 and 12 at gunnery.
2. Successes at the ARTEP, gunnery, and company training exercises led to a highly successful performance at HTC.
3. Maintained platoon average APFT score of 250. Biannual PT program enabled a 100% APFT pass rate for the platoon. Led by example with a max score on the APFT.
4. Completed the Installation EO course and taught highly successful company ODP classes in EO, prevention of sexual harassment, and Ethical behavior.
5. Maintained 100% property accountability for all assigned equipment with a 95% OK rate.
6. Implemented an active Family Support Program with spouse calling trees within each squad.
7. Prepared required book reports each quarter, one of which was used as the Battalion example at the Bn Cdr's 3d quarter ODP.
8. Earned my EIR at the first test available in the battalion. Developed a practice training program in the first month which resulted in 20 soldiers earning their EIR, bringing the platoon rate to 40%.
9. Earned the Company Commander's TOP Platoon Maintenance award for the year.

PART 9 - RATER AND/OR INTERVIEWER RATER (Raters are required on Part IV, 5, and 6 areas)
Rater ratings are recorded with your performance and collected evaluation on DA Form 67-9-1

5. RATER COMMENTS

6. INTERVIEWER RATER COMMENTS

7. RATER SIGNATURE

8. INTERVIEWER SIGNATURE

DATA REQUIRED BY THE PRIVACY ACT (5 U.S.C. 552)

5. AUTHORITY: See 325 Title 5 USC; See 5012 Title 10

6. PURPOSE: DA Form 67-9-1, Officer Evaluation Report, serves as the primary source of information for officer personnel management decisions. DA Form 67-9-1, Officer Evaluation Support Form, serves as a guide for the rated officer's performance and development, enhances the accomplishment of the organizational mission, and provides additional performance information to the rating chain. DA Form 67-9-1a, Junior Officer Developmental Support Form, serves as a content framework for Junior Officer Development and standardized Junior Officer counseling.

7. POSITIVE USE: DA Form 67-9-1 will be maintained in the rated officer's Official Military Personnel File (OMPF) and Junior Management Individual File (JMPF). A copy will be provided to the rated officer and/or directly forwarded to the rated officer. DA Form 67-9-1 and DA Form 67-9-1a are for organizational use only and will be returned to the rated officer after review by the rating chain.

8. DISCLOSURE: Disclosure of the rated officer's EOR (Part I, DA Form 67-9-1) is voluntary. However, failure to verify the EOR may result in a delayed or erroneous processing of the officer's ODP. Disclosure of the information in Part IV, DA Form 67-9-1 is voluntary. However, failure to provide the information requested will result in an evaluation of the rated officer without the benefits of that officer's comments. Should the rated officer use the Privacy Act as a basis not to provide the information requested in Part IV, the Support Form will contain the rated officer's statement to that effect and be forwarded through the rating chain in accordance with AR 623-105.

Rater
Signature &
Date
Mandatory

DA Form 67-9

- **I - Administrative Data**
- **II - Authentication**
- **III - Duty Description**
- **IV - Performance Evaluation - Professionalism**
- **V - Performance and Potential Evaluation (Rater)**
- **VI - Intermediate Rater**
- **VII - Senior Rater**
- **Note: These are the parts of the OER, they do not correlate with the numbers on the following slide.**

Part I - Administrative Data

- Identifying the rated officer.
- The reason for submitting the report. (Table 2-8)
- The period of the report and non-rated time if applicable. (Table 2-1)
- Rules for completing blocks 1a through 1p (Table 2-1)

Normal OER types:

Annual	Senior Rater Option
Change of Rater	Relief for Cause
Change of Duty	Complete the Record

DA PAM 623-3 Table 2-8

DA FORM 67-9 (FRONT SIDE)

OFFICER EVALUATION REPORT For use of this form, see AR 623-105; the proponent agency is CDCSPER										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1									
PART I - ADMINISTRATIVE DATA																			
a. NAME (Last, First, Middle Initial)					b. SSN					c. RANK					d. GRADE				
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND										h. REASON FOR SUBMISSION									
i. PERIOD COVERED				j. RATED MONTHS		k. NONRATED CODES		l. NO. OF ENCL.		m. RATED OFFICER COPY (Check one and date)				n. PSB INITIALS		o. CMD CODE		p. PSB CODE	
FROM				THRU						1. Given to Officer				Date					
Year Month Day				Year Month Day															
PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)																			
a. NAME OF RATER (Last, First, MI)					b. SSN					c. RANK					d. POSITION				
e. SIGNATURE					f. DATE					g. SIGNATURE					h. DATE				
i. NAME OF INTERMEDIATE RATER (Last, First, MI)					j. SSN					k. RANK					l. POSITION				
m. SIGNATURE					n. DATE					o. SIGNATURE					p. DATE				
q. NAME OF SENIOR RATER (Last, First, MI)					r. SSN					s. RANK					t. POSITION				
u. SIGNATURE					v. DATE					w. SIGNATURE					x. DATE				
SENIOR RATER'S ORGANIZATION										SENIOR RATER TELEPHONE NUMBER									
y. This is a referred report, do you wish to make comments?										z. SIGNATURE OF RATED OFFICER									
aa. Yes, comments are attached										bb. No									
PART III - DUTY DESCRIPTION																			
a. PRINCIPAL DUTY TITLE										b. POSITION AOC / BR									
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1																			
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)																			
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions																			
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)																			
1. HONOR: Adherence to the Army's publicly declared code of values										5. RESPECT: Promotes dignity, consideration, fairness, & EO									
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed										6. SELFLESS-SERVICE: Places Army priorities before self									
3. COURAGE: Manifests physical and moral bravery										7. DUTY: Fulfills professional, legal, and moral obligations									
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the branch, and the soldier																			
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each item. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate box with optional comments in PART Vb. Comments are mandatory for all "NO" entries in PART Vb.																			
b.1. ATTRIBUTES (Select 1)					1. MENTAL Possesses desire, will, initiative, and discipline					2. PHYSICAL Maintains appropriate level of physical fitness and military bearing					3. EMOTIONAL Displays self-control; calm under pressure				
b.2. SKILLS (Competence) (Select 2)					1. CONCEPTUAL Demonstrates sound judgment, critical / creative thinking, moral reasoning					2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering					3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions				
Skill development is part of self-development; prerequisite to action					4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and war fighting														
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving																			
INFLUENCING Method of reaching goals while operating / improving					1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups					2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely					3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment				
OPERATING Short-term mission accomplishment					4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable					5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources					6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement				
IMPROVING Long-term improvement in the Army, its people and organizations					7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders					8. BUILDING Spends time and resources improving teams, groups, and units; fosters ethical climate					9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change				
c. APFT:					DATE:					HEIGHT:					WEIGHT:				
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF 1LTs AND WO1s																			
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?																			
YES NO NA																			

1. Be careful with "P" indicator (AR 623-105, para 2-8)

2. RO signs last, **Allow for Time** SR uses AKO address when possible.

3. Lists Scope & degree of responsibility in terms of: resources, people, facilities & budget.

4. No is Bad
Leader Word Picture -
No "School Solution"

Important to CFD Board

5. **New!** Effective 1 Oct 04
For Evaluation of Raters of
CPTs/1LTs/2LTs & CW2s/WO1s

Part I - Administrative Data

OFFICER EVALUATION REPORT For use of this form, see AR 623-105; the proponent agency is ODCSPER											SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1				
PART I - ADMINISTRATIVE DATA															
a. NAME (Last, First, Middle Initial)						b. SSN		c. RANK		d. DATE OF RANK Year Month Day		e. BRANCH		f. DESIGNATED SPECIALTIES / FMOS (WO)	
g. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND										h. REASON FOR SUBMISSION					
i. PERIOD COVERED						j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER COPY (Check one and date)			n. PSB INITIAL	o. CMD CODE	p. PSB CODE	
FROM			THRU								Date				
Year	Month	Day	Year	Month	Day				1. Given to Officer						
									2. Forwarded to Officer						

Part II - Authentication

- Rated officer's signature verifies:
 - Administrative data in Part I is correct.
 - The rating officials in Part II are correct.
 - The APFT and height/weight data are correct.
 - That the rated officer has seen the completed report, Parts I-VII.
- If the rated officer is unavailable for signature or refuses to sign, the Senior Rater will explain why in Part VIIc.
- Reports will not be delayed because they haven't been signed.

Part II - Authentication

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)					
a. NAME OF RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE
c. NAME OF SENIOR RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE
SENIOR RATER'S ORGANIZATION		BRANCH	SENIOR RATER TELEPHONE NUMBER	E-MAIL ADDRESS	
		d. This is a referred report, do you wish to make comments? <input type="checkbox"/> <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		e. SIGNATURE OF RATED OFFICER	DATE

PART III DUTY DESCRIPTION

Part III - Duty Description

- Rater annotates in Part III from the Support Form (67-9-1).
- Is intended to provide users of the OER (boards, etc.) a succinct description of the rated officer's primary responsibilities and the type of position the officer holds.
- Detailed instructions referenced in para 3-18c.

Part III - Duty Description

a. PRINCIPAL DUTY TITLE	b. POSITION AOC / BR
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67- 9-1	
<p>PART IV. PERFORMANCE EVALUATION. PROFESSIONALISM (Rate)</p>	

Part IVa thru Part IVd Performance Evaluation - Professionalism

- Completed by the rater
- Part IV contains a listing of the Army values and the dimensions of the Army's leadership doctrine.
- Includes:
 - IVa Army Values
 - IVb Attributes/Skills/Actions: No magic solution.
 - IVc APFT, Height/Weight
 - IVd Junior Officer Development: YES/NO for RATERS of LTs, **CPTs**, WO1s and **CW2s**, otherwise is N/A.

Part IVc

APFT and Height/Weight

- APFT data will be entered in compliance with table 2-4.
 - e.g., PASS JAN 2000, FAIL AUG 2001, PROFILE SEP 2000
 - Mandatory or prohibited bullets
 - “No APFT Data due to broken leg sustained during Airborne Operations”
 - “PROFILE 20060601”
- Height/Weight data will be entered in compliance with table 2-4.
 - e.g., HEIGHT: 72 WEIGHT: 180 YES, HEIGHT 68 WEIGHT: 205 NO
 - Mandatory or prohibited bullets
 - “Overweight due to Pregnancy”
 - “Exempt from weight control standards of AR 600-9.”

Part IVa - Part IVd

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)												
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions												
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)				YES	NO	YES NO						
1. HONOR: Adherence to the Army's publicly declared code of values						5. RESPECT: Promotes dignity, consideration, fairness, & EO						
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed						6. SELFLESS-SERVICE: Places Army priorities before self						
3. COURAGE: Manifests physical and moral bravery						7. DUTY: Fulfills professional, legal, and moral obligations						
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier												
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS(Competence), and three from ACTIONS(LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory for all "NO" entries in PART Vb.												
b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	1.	MENTAL Possesses desire, will, initiative, and discipline	YES	NO	2.	PHYSICAL Maintains appropriate level of physical fitness and military bearing	YES	NO	3.	EMOTIONAL Displays self-control; calm under pressure	YES	NO
b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action	1.	CONCEPTUAL Demonstrates sound judgment, critical / creative thinking, moral reasoning	YES	NO	2.	INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	YES	NO	3	TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	YES	NO
	4.	TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting								YES	NO	
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving												
INFLUENCING Method of reaching goals while operating / improving	1.	COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	YES	NO	2.	DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	YES	NO	3.	MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	YES	NO
OPERATING Short- term mission accomplishment	4.	PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	YES	NO	5.	EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	YES	NO	6.	ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	YES	NO
IMPROVING Long-term improvement in the Army, its people and organizations	7.	DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	YES	NO	8.	BUILDING Spends time and resources improving teams, groups, and units; fosters ethical climate	YES	NO	9.	LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	YES	NO
c. APFT: _____ DATE: _____ HEIGHT : _____ WEIGHT: _____												
d. JUNIOR OFFICER DEVELOPMENT: - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.										YES	NO	NA
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?												

REPLACES DA FORM 67-8, 1 SEP 79, WHICH IS OBSOLETE, 1 OCT 97

DA FORM 67 - 9

Part IV – Performance Evaluation

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. **ARMY VALUES** (Comments mandatory for all "NO" entries. Use PART Vb.)

	YES	NO		YES	NO
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>			

b. **LEADER ATTRIBUTES / SKILLS / ACTIONS:** First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS(Competence), and three from ACTIONS(LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. **Comments are mandatory for all "NO" entries in PART Vb.**

b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	<input checked="" type="checkbox"/>	MENTAL	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	2.	PHYSICAL	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	3.	EMOTIONAL	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
		Possesses desire, will, initiative, and discipline			Maintains appropriate level of physical fitness and military bearing			Displays self-control; calm under pressure	
b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action	<input checked="" type="checkbox"/>	CONCEPTUAL	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	2.	INTERPERSONAL	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	<input checked="" type="checkbox"/>	TECHNICAL	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
		Demonstrates sound judgment, critical / creative thinking, moral reasoning			Shows skill with people: coaching, teaching, counseling, motivating and empowering			Possesses the necessary expertise to accomplish all tasks and functions	
		4. TACTICAL	Demonstrates proficiency in required professional knowledge, judgment, and warfighting					YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving									
Long-term commitment in the Army, its people and organizations		1. COMMUNICATING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	<input checked="" type="checkbox"/>	DECISION-MAKING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	3.	MOTIVATING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
		Displays good oral, written, and listening skills for individuals / groups		Employs sound judgment, logical reasoning and uses resources wisely		Inspires, motivates, and guides others toward mission accomplishment			
	<input checked="" type="checkbox"/>	PLANNING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	<input checked="" type="checkbox"/>	EXECUTING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	6.	ASSESSING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
	Develops detailed, executable plans that are feasible, acceptable, and suitable		Shows tactical proficiency, meets mission standards, and takes care of people/resources		Uses after-action and evaluation tools to facilitate consistent improvement				
	7. DEVELOPING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	8.	BUILDING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	9.	LEARNING	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
Invests adequate time and effort to develop individual subordinates as leaders		Spends time and resources improving teams, groups, and units; fosters ethical climate		Seeks self-improvement and organizational growth; envisioning, adapting and leading change					

c. **APFT:** PASS

DATE: APR 1997

HEIGHT: 69

WEIGHT: 175 **YES**

d. **JUNIOR OFFICER DEVELOPMENT:** - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s

WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?

YES

NO

☒

Part Va through Part Vd Performance and Potential Evaluation (Rater)

- Rater completes three areas:
 - Part Va: Block check.
 - Part Vb: See next slide.
 - Part Vc: NEW – Separate comments on potential for promotion.
 - Part Vd, Unique Skills: For raters of CPTs through LTCs, mandatory entry for a recommended Career Field (e.g. Would serve Army best in OPCF 88) under the Officer Personnel Management System (OPMS).
- May complete recommended Senior Rater bullet comments.

Part Vb - Performance and Potential Evaluation (Rater)

- Mandatory Rater comments on performance and potential. Needs to address: Rated officer's potential for promotion, military and civilian schooling, specific assignment (both in terms of level of organization and level of responsibility), and command.
- Example: Best company commander in the battalion. Great potential. Strongly recommend for advanced civilian education. Promote to MAJ immediately and select for resident CGSC.
- Words are power.

Part VI - Intermediate Rater

- Not required to have an Intermediate Rater.
- Intermediate Raters must be included in the rating scheme in order to evaluate an officer.
- Intermediate Raters, if included in the rating scheme, are required to include narrative comments in Part VI.
- They may not merely concur with the rater.

Part VIIa through Part VIId, Senior Rater

- Part VIIa: Evaluate the rated officer's potential to the next higher grade.
- Part VIIb: Potential compared with officers senior rated in same grade. **Major and higher***
- Part VIIc: Comments on performance/potential.
- Part VIId: 3 future assignments and recommended career field.

DA FORM 67-9 (Reverse Side)

6 BUCK, GEORGE G.		SSN 999-99-9999		PERIOD COVERED 20031001 - 20040930	
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)					
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION <input checked="" type="checkbox"/> OUTSTANDING PERFORMANCE, MUST PROMOTE <input type="checkbox"/> SATISFACTORY PERFORMANCE, PROMOTE <input type="checkbox"/> UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain)					
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IV, b AND PART V, DA FORM 67-9-1					
(SEE DA PAM 623-3, PARA 2-8)					
7					
c. COMMENT ON POTENTIAL FOR PROMOTION					
(SEE DA PAM 623-3, PARA 2-8)					
d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.					
(SEE DA PAM 623-3, PARA 2-6)					
Would serve Army best in:					
PART VI - INTERMEDIATE RATER					
(SEE DA PAM 623-3, PARA 2-9)					
10 PART VII - SENIOR RATER					
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE <input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)					
I currently senior rate _____ 10 officers in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in c)					
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)					
c. COMMENT ON PERFORMANCE/POTENTIAL					
(SEE DA PAM 623-3, PARA 2-10)					
ABOVE CENTER OF MASS (Less than 50% in top box. Center of Mass at 50% or more in top box) <input checked="" type="checkbox"/> CENTER OF MASS BELOW CENTER OF MASS RETAIN BELOW CENTER OF MASS DO NOT RETAIN					
d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE. (SEE DA PAM 623-3, PARA 2-10)					
Would serve Army best in					

6. To Date Most RO's viewed as *Outstanding*

7. Performance

8. Potential – **NEW BLOCK**

9. NOT for Potential - Optional: *Unique Professional Skills/Expertise*
 Mandatory: For ACC CPT thru LTC
 - must recommend a Career Field (CF/BR or CF/FA)

10. No Part VII b Box Check For Evaluations on MG/CPTs/LTs & CW5/CW2s/WO1s (effective 1 Oct 04)

11. Quantifiable Performance & Potential Comments in narrative (VIIc), Three Future Assignments and Career Field in (VII d) should be consistent

Part VIIa - Senior Rater

- Based on the rated officer's duty performance, the senior rater assesses the rated officer's potential to perform duties and responsibilities at the next higher grade.
- If "Do Not Promote" or "Other" are checked, bullet comments in Part VIIc are mandatory to address the rating.

Part VII - Senior Rater's Portion

[illegible]

Part VIIc - Senior Rater

- Senior Rater writes narrative comments which focus on the rated officer's potential, future assignments, and performance.
- Needs to address:
 - Rated officer's potential for promotion
 - military and civilian schooling
 - specific assignment (both in terms of level of organization and level of responsibility)
 - command.

Officers Not Receiving Part VIIb Box Check

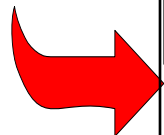
Example of Senior Rater Comments

Effective 1 Oct 04

PART VII - SENIOR RATER	
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE <input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below) I currently senior rate <u>16</u> officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in C)	
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) <input type="checkbox"/> ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box) <input type="checkbox"/> CENTER OF MASS <input type="checkbox"/> BELOW CENTER OF MASS RETAIN <input type="checkbox"/> BELOW CENTER OF MASS DO NOT RETAIN	c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and early to CGSC-ILE. d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE. Battalion S-3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11

**Senior
Rater at
Unit Level**

**After
HQDA
Processing**



PART VII - SENIOR RATER	
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE <input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below) I currently senior rate <u>16</u> officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in C)	
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED Not Evaluated R: CPT BUCK, GEORGE 999999999 SR: COL SMITH 666666666 DATE: 04 08 18	c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and send early to CGSC-ILE. d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE. Battalion S3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11

Part VII – Senior Rater



PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE



BEST QUALIFIED



FULLY QUALIFIED



DO NOT PROMOTE



OTHER (Explain below)

I currently senior rate **26** officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review



YES



NO (Explain in C)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

NOT EVALUATED

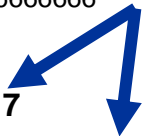
RO: 1LT ALBUS, CHRIS 999999999

SR: LTC SMITH 666666666

DATE: 98 12 18

TOTAL RATINGS: **17**

RATINGS THIS OFFICER : **2**



c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

1LT Albus is one of the top 3 lieutenants of 26 I senior rate and the best company executive officer in this Battalion. A must select for promotion and attendance at the Aviation Captains Career Course. 1LT Albus could command a company today.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Apache Platoon Leader, Battalion A/S3, Company Commander

Would serve Army best in OPCF/15.

Write number..don't spell--catches eye

Enumeration lead sentence!

Include comments on Command/Position

Part VII – Senior Rater



PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE



BEST QUALIFIED



FULLY QUALIFIED



DO NOT PROMOTE



OTHER (Explain below)

I currently senior rate 26 officer(s) in this grade
A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review



YES



NO (Explain in C)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

NOT EVALUATED

RO: 1LT DUNHAM, LANDY 999999999

SR: LTC SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 3

RATINGS THIS OFFICER : 1



c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

1LT Dunham is one of the top 5 lieutenants of the 26 I senior rate in this battalion. He is the strongest trainer of my 6 Apache platoon leaders. He is organized, smart and capable. A consummate officer, 1LT Dunham demonstrates daily a firm grasp of leading soldiers and genuine concern for his men. Ready for promotion to Captain. 1LT Dunham could command a company today.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Company Executive Officer, Support Platoon Leader, Company Commander; Would serve Army best in OPCF/15.

Enumeration in first sentence.

Be brief...with correct words, less is better.

Board members receive guidance on small populations/numbers of ratings.

Part VII – Senior Rater

PART VII - SENIOR RATER	
<p>a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE</p> <div style="display: flex; justify-content: space-between;"> <input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below) </div>	<p>I currently senior rate 23 officer(s) in this grade</p> <p><small>A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review</small></p> <div style="display: flex; justify-content: flex-end;"> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in C) </div>
<p>HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED</p> <div style="border: 1px solid black; padding: 10px; text-align: center; margin: 10px 0;"> <p>NOT EVALUATED</p> </div> <p>RO: 1LT MOHS, KAMELA 999999999</p> <p>SR: LTC SMITH 666666666</p> <p>DATE: 98 12 18</p> <p>TOTAL RATINGS: 27</p> <p>RATINGS THIS OFFICER: 2</p>	<p>c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL</p> <p>1LT Mohs is an outstanding aviator, she is extremely intelligent, and handles stress and complex problems with ease. 1LT Mohs is a quiet professional that gets the job done. 1LT Mohs is physically fit, mentally agile, and has a tremendous work ethic. 1LT Mohs is in the top third of the lieutenants I senior rate. She has been a critical player as the Support Platoon Leader in peacekeeping operations during Operation Joint Guardian II in Kosovo. Her drive and desire to care for soldiers ensured the task force was always properly resourced. 1LT Mohs has developed outstanding systems and achieved flawless execution. She is ready now to command an Assault company, but would also excel as a medical professional. 1LT Mohs has tremendous potential and will serve our Army well in any capacity. A great officer.</p> <hr/> <p>Battalion Surgeon, Company Commander, Primary Staff Officer.</p>

Be credible!

Be mindful of potential misinterpretation!

Too wordy. Enumeration buried

Part VIId – Senior Rater

- Mandatory completion by Senior Rater, can't just concur with the rater and/or intermediate rater.
- Based on the rated officer's duty performance and demonstrated potential, the senior rater will list 3 future assignments.
- For Senior Raters of CPTs through LTCs, mandatory recommended career field will be included under OPMS XXI.

Rule for Completing Evaluations

Use the regulation!

Comments for OER Boards

ENUMERATION: Best Company Commander in the Brigade, in the top 5 of 28 1LT's in this battalion, top 3% of all Lieutenants. **Make this lead sentence in narrative.**

PROMOTION: Promote with his peers, clearly ahead of his peers, promote from below the zone, Do not promote

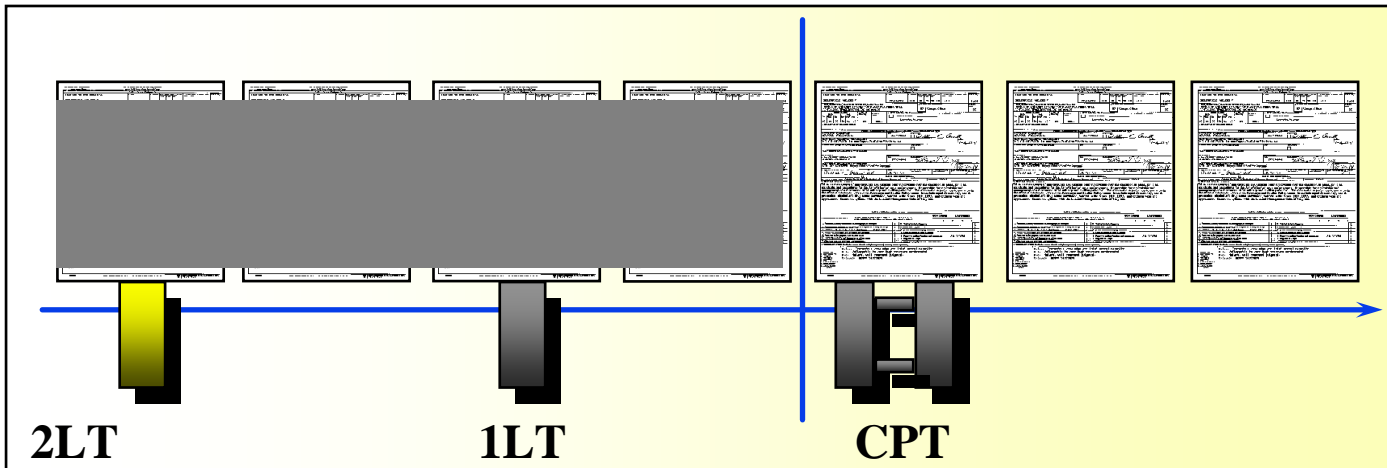
SCHOOLING: Ready for CGSC now, Definite first look for ILE . **Remember, Captains Career Course is an assignment action.**

COMMAND/POSITION: Ready now for Company Command, Should be a Battalion Commander, Battalion Command potential, Must be a Battalion Commander, Will command a Battalion

Redress Program

- Redress Program
 - Commander's/Commandant's Inquiry
 - Commanders are required to look into alleged errors, injustices and illegalities in OERs
 - will *not* be used to document differences of opinion between members of the rating chain
 - Appeals
 - appeals can occur over administrative errors
 - appeals any report that the rated officer believes is incorrect or in violation of the intent of this regulation

OER Masking



ISSUES:

~~“ZERO
DEFECTS”~~

- Quality of junior officer assignment varies
- Intensity of junior officer experience varies
- Speed of integration into Army culture varies

NEW POLICY

- 2LT and 1LT reports masked after promotion to CPT
- Only CPT reports seen by MAJ board or used by assignment managers after promotion to CPT

Part I Summary

- Are Brigade Commanders required to counsel the Brigade Command Sergeant Major?
- How many levels down should the Company Commander distribute their Support Form?
- What is the DA Form 67-9-1a and who completes it?
- How is the DA Form 67-9 completed and how is it signed?
- How is time at a Service School accounted for?

QUESTIONS?

Part II

Non-Commissioned Officer Evaluations

What's New:

- NCOER Support Form/Counseling Checklist
- Electronic Forms, Signatures and AKO Submission
- 2688-1 Front Side – Admin info aligned with OERs
- Rated NCO now signs after Reviewer
- AER time counted as Non-rated time on NCOER

DA Form 2166-8-1

NCOER Support Form

- Purpose:
 - Promote a top down emphasis on leadership communication.
 - Integrating rated officer participation in objective setting, performance counseling, and evaluation.
 - Joint discussion of duty description and major performance objectives.

DA Form 2166-8-1

NCOER Support Form

NCOER COUNSELING AND SUPPORT FORM				FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3	
PART I - ADMINISTRATIVE DATA					
a. NAME (Last, First, Middle Initial) BUCK, GEORGE G.	b. SSN 999-99-9999	c. RANK MSG	d. DATE OF RANK 19990501	e. PMOSC 92Y52SG10	
f. UNIT, ORG., STATION, ZIP CODE OR APO HHC, SP TRPS BN, 13th COSCOM, Ft. Hood, TX	STATUS CODE	g. RATED NCO'S APO EMAIL ADDRESS (gov or mil) george.g.buck007@us.army.mil		h. UIC W6ED24	i. CMO CODE UZ
j. PSB CODE UA01					
PART II - AUTHENTICATION					
a. NAME OF RATER (Last, First, Middle Initial) SCOTT, THOMAS D.	SSN 123-45-6789	INITIAL	LATER	LATER	LATER
b. RANK, PMOSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, AC, Army Contracting Agency, BN Commander			c. RATER'S APO EMAIL ADDRESS (gov or mil) thomas.d.scott123@us.army.mil		
d. NAME OF SENIOR RATER (Last, First, Middle Initial) JONES, WILLIAM A.	SSN 234-56-7890	INITIAL	LATER	LATER	LATER
e. RANK, PMOSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT GS15, Army Contracting Agency, Acting Director			f. SENIOR RATER'S APO EMAIL ADDRESS (gov or mil) bill.jones100@us.army.mil		
g. NAME OF REVIEWER (Last, First, Middle Initial) SMITH, VIRGINIA	SSN 456-78-9123	INITIAL	LATER	LATER	LATER
h. RANK, PMOSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT COL, AG, Army Contracting Agency, BDE Commander			i. REVIEWER'S APO EMAIL ADDRESS (gov or mil) virginia.smith58@us.army.mil		
j. RATED NCO'S INITIALS	INITIAL	LATER	LATER	LATER	LATER
PART III - DUTY DESCRIPTION (Rater)					
a. PRINCIPAL DUTY TITLE Contracting Command NCOIC		b. DUTY MOSC 92Y50G1			
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) (SEE DA PAM AR 623-3, PARA 3-1)					
d. AREAS OF SPECIAL EMPHASIS (SEE DA PAM AR 623-3, PARA 3-1)					
e. APPOINTED DUTIES (SEE DA PAM AR 623-3, PARA 3-1)					
f. PHYSICAL FITNESS & MILITARY BEARING APFT PASS APFT DATE 20031215 HEIGHT/WEIGHT 70 168 Yes					
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)					
a. ARMY VALUES: LOYALTY, DUTY, RESPECT/EO/EED, SELFLESS SERVICE, HONOR, INTEGRITY, PERSONAL					
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)		PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)			

RATED NCO'S NAME (Last, First, Middle Initial) BUCK, GEORGE G.		SSN 999-99-9999
b. COMPETENCE: o Duty proficiency, MOS competency o Technical & tactical knowledge, skills, and abilities o Sound judgment o Seeking self-improvement always learning o Accomplishing tasks to the fullest capacity; committed to excellence		
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)	PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)	
c. PHYSICAL FITNESS & MILITARY BEARING: o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier		
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)	PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)	
d. LEADERSHIP: o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example: Be, Know, Do		
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)	PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)	
e. TRAINING: o Individual and learn o Mission focused, performance oriented o Teaching soldiers how, common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win		
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)	PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)	
f. RESPONSIBILITY & ACCOUNTABILITY: o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong		
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)	PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)	

DA Form 2166-8-1

NCOER Support Form

NCOER COUNSELING AND SUPPORT FORM For use of this Form, see AR 623-3, the proponent agency is DCS, G-1.				FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3	
PART I - ADMINISTRATIVE DATA					
a. NAME (Last, First, Middle Initial) BUCK, GEORGE G.		b. SSN 999-99-9999	c. RANK MSG	d. DATE OF RANK 19990501	e. PMOSC 92Y52SG10
f. UNIT, ORG., STATION, ZIP CODE OR APO HHC, SP TRPS BN, 13th COSCOM, Ft. Hood, TX		STATUS CODE .	i. RATED NCO'S AKO EMAIL ADDRESS (.gov or .mil) george.g.buck007@us.army.mil		m. UIC W6ED24
			n. CMD CODE UZ	o. PSB CODE UA01	

- Admin Data:
 - Same as OER
 - Incorporates UIC

DA Form 2166-8-1

NCOER Support Form

PART II - AUTHENTICATION					
a. NAME OF RATER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
SCOTT, THOMAS D.	123-45-6789				
RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			RATER'S AND EMAIL ADDRESS (gpo or mil)		
LTC, AC, Army Contracting Agency, BN Commander			thomas.d.scott123@us.army.mil		
b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
JONES, WILLIAM A.	234-56-7890				
RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			SENIOR RATER'S AND EMAIL ADDRESS (gpo or mil)		
COL, Army Contracting Agency, Acting Director			bill.jones100@us.army.mil		
c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
SMITH, VIRGINIA	456-78-9123				
RANK, PMOS/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			REVIEWER'S AND EMAIL ADDRESS (gpo or mil)		
COL, AC, Army Contracting Agency, HHC Commander			virginia.smith58@us.army.mil		
d. RATED NCO'S INITIALS		INITIAL	LATER	LATER	LATER

- Chain of Command Data:
 - Incorporates counseling dates
 - Moves NCOs initials after Reviewer

DA Form 2166-8-1

NCOER Support Form

PART III - DUTY DESCRIPTION (Rater)				
a. PRINCIPAL DUTY TITLE Contracting Command NCOIC		b. DUTY MOSC 92Y50G1		
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) (SEE DA PAM AR 623-3, PARA 3-1)				
d. AREAS OF SPECIAL EMPHASIS (SEE DA PAM AR 623-3, PARA 3-1)				
e. APPOINTED DUTIES (SEE DA PAM AR 623-3, PARA 3-1)				
f. PHYSICAL FITNESS & MILITARY BEARING APFT PASS APFT DATE 20031215 HEIGHT/WEIGHT 70 168 Yes				
a. ARMY VALUES: PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)				
LOYALTY, DUTY, RESPECT/EO/EEO, SELFLESS SERVICE, HONOR, INTEGRITY, PERSONAL				
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)		PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)		

- Duty Position:
 - APFT Data
- Comment Areas:
 - Tasks/Actions
 - Performance

DA Form 2166-8-1

NCOER Support Form

RATED NCO'S NAME (Last, First, Middle Initial) BUCK, GEORGE G.		SSN 999-99-9999
b. COMPETENCE: <ul style="list-style-type: none"> o Duty proficiency; MOS competency o Sound judgment o Accomplishing tasks to the fullest capacity; committed to excellence o Technical & tactical knowledge, skills, and abilities o Seeking self-improvement; always learning 		
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)		PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)
c. PHYSICAL FITNESS & MILITARY BEARING: <ul style="list-style-type: none"> o Mental and physical toughness o Displaying confidence and enthusiasm; looks like a soldier o Endurance and stamina to go the distance 		
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)		PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)

- **Comment Areas:**
 - Tasks/Actions & Performance notes for each block on the backside of the NCOER.

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NCOER Support Form

d. LEADERSHIP: <ul style="list-style-type: none"> o Mission first o Instilling the spirit to achieve and win o Genuine concern for soldiers o Setting the example: Be, Know, Do 	
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)	PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)
e. TRAINING: <ul style="list-style-type: none"> o Individual and team o Teaching soldiers how: common tasks, duty-related skills o Mission focused; performance oriented o Sharing knowledge and experience to fight, survive and win 	
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)	PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)
f. RESPONSIBILITY & ACCOUNTABILITY: <ul style="list-style-type: none"> o Care and maintenance of equipment/facilities o Conservation of supplies and funds o Responsible for good, bad, right & wrong o Soldier and equipment safety o Encouraging soldiers to learn and grow 	
TASK/ACTIONS: (SEE DA PAM AR 623-3, PARA 3-1)	PERFORMANCE SUMMARY: (SEE DA PAM AR 623-3, PARA 3-1)

DA Form 2166-8

- **I - Administrative Data**
- **II - Authentication**
- **III - Duty Description**
- **IV – Army Values/Attributes/Skills and Actions**
- **V – Overall Performance and Potential**

The Rule for Completing NCOERs

Use the Regulation!

DA Form 2166-8

NCO EVALUATION REPORT										FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.	
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.											
PART I - ADMINISTRATIVE DATA											
a. NAME (Last, First, Middle Initial) BUCK, GEORGE G				b. SSN 999-99-9999		c. RANK MSG		d. DATE OF RANK 19990501		e. FMOSC 92Y52SG10	
f.1. UNIT ORG STATION ZIP CODE OR APO HHC, Special Troops Battalion, 13th COSCOM, Ft. Hood, TX 76544 FORSCOM				f.2. STATUS CODE 02/Annual		g. REASON FOR SUBMISSION					
h. PERIOD COVERED		i. RATED MONTHS		j. NON-RATED CODES		k. NO. OF ENCL		l. RATED NCO'S APO EMAIL ADDRESS (gov or mil)		m. UIC	
Year Month Day	Year Month Day	Year Month Day	Year Month Day	Year Month Day	Year Month Day	Year Month Day	Year Month Day	Year Month Day	Year Month Day	Year Month Day	Year Month Day
20030701	20040630	12						george.g.buck007@us.army.mil	W6ED24	UZ	UA01
PART II - AUTHENTICATION											
a. NAME OF RATER (Last, First, Middle Initial) SCOTT, THOMAS D				b. SSN 123-45-6789				c. DATE			
d. RANK FMOSC/BRANCH ORGANIZATION LTC AC Army Contracting Agency				e. DUTY ASSIGNMENT BN Commander				f. RATER'S APO EMAIL ADDRESS (gov or mil) thomas.d.scott123@us.army.mil			
g. b. NAME OF SENIOR RATER (Last, First, Middle Initial) JONES, WILLIAM A				h. SSN 234-56-7890				i. DATE			
j. RANK FMOSC/BRANCH ORGANIZATION GS15 Army Contracting Agency				k. DUTY ASSIGNMENT Acting Director				l. SENIOR RATER'S APO EMAIL ADDRESS (gov or mil) bill.jones100@us.army.mil			
m. c. NAME OF REVIEWER (Last, First, Middle Initial) SMITH, VIRGINIA				n. SSN 456-78-9123				o. DATE			
p. RANK FMOSC/BRANCH ORGANIZATION COL AG Army Contracting Agency				q. DUTY ASSIGNMENT BDE Commander				r. REVIEWER'S APO EMAIL ADDRESS (gov or mil) virginia.smith58@us.army.mil			
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)											
e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IV are correct. I have seen the completed report. I am aware of the appeals process in AR 623-3.											
PART III - DUTY DESCRIPTION (Rater)											
a. PRINCIPAL DUTY TITLE: Contracting Command NCOIC						b. DUTY MOSC: 92Y50G1					
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)											
(SEE DA PAM 623-3, PARA 3-6)											
d. AREAS OF SPECIAL EMPHASIS											
(SEE DA PAM 623-3, PARA 3-6)											
e. APPOINTED DUTIES											
(SEE DA PAM 623-3, PARA 3-6)											
f. COUNSELING DATES											
INITIAL		LATER		LATER		LATER		LATER		LATER	
20030730		20031015		20040101		20040419		20040419		20040419	
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)											
a. ARMY VALUES: Check either "YES" or "NO". Comments are mandatory for "No" entries, optional for "Yes" entries.										YES NO	
1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.										<input checked="" type="checkbox"/>	
2. DUTY: Fulfills their obligations.										<input checked="" type="checkbox"/>	
3. RESPECTFULNESS: Treats people as they should be treated.										<input checked="" type="checkbox"/>	
4. SELFLESS SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.										<input checked="" type="checkbox"/>	
5. HONOR: Lives up to all the Army values.										<input checked="" type="checkbox"/>	
6. INTEGRITY: Does what is right - legally and morally.										<input checked="" type="checkbox"/>	
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).										<input checked="" type="checkbox"/>	
b. Bullets comments											
(SEE DA PAM 623-3, PARA 3-7)											

RATED NCO'S NAME (Last, First, Middle Initial) + BUCK, GEORGE G				SSN 999-99-9999		THRU DATE 20040630		+	
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES									
b. COMPETENCY									
<ul style="list-style-type: none"> Duty proficiency, MOS competency Technical and tactical knowledge, skills, and abilities Sound judgment Seeking self-improvement, always learning Accomplishing tasks to the fullest capacity, committed to excellence 									
(SEE DA PAM 623-3, PARA 3-7)									
EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)									
<input checked="" type="checkbox"/>									
c. PHYSICAL FITNESS & MILITARY BEARING									
<ul style="list-style-type: none"> Mental and physical toughness Endurance and stamina to go the distance Displaying confidence and enthusiasm, looks like a soldier 									
APFT PASS 20031215 HEIGHT/WEIGHT 70 / 168 Yes									
(SEE DA PAM 623-3, PARA 3-7)									
EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)									
<input checked="" type="checkbox"/>									
d. LEADERSHIP									
<ul style="list-style-type: none"> Mission first Genuine concern for soldiers Instilling the spirit to achieve and win Setting the example; Be, Know, Do 									
(SEE DA PAM 623-3, PARA 3-7)									
EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)									
<input checked="" type="checkbox"/>									
e. TRAINING									
<ul style="list-style-type: none"> Individual and team Mission focused, performance oriented Teaching soldiers how, common tasks, duty-related skills Sharing knowledge and experience to fight, survive and win 									
(SEE DA PAM 623-3, PARA 3-7)									
EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)									
<input checked="" type="checkbox"/>									
f. RESPONSIBILITY & ACCOUNTABILITY									
<ul style="list-style-type: none"> Care and maintenance of equipment/facilities Soldier and equipment safety Conservation of supplies and funds Encouraging soldiers to learn and grow Responsible for good, bad, right & wrong 									
(SEE DA PAM 623-3, PARA 3-7)									
EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)									
<input checked="" type="checkbox"/>									
PART V - OVERALL PERFORMANCE AND POTENTIAL									
a. RATER: Overall potential for promotion and/or service in positions of greater responsibility.									
b. SENIOR RATER BULLET COMMENTS									
(SEE DA PAM 623-3, PARA 3-8)									
c. SENIOR RATER: Overall performance									
1 2 3 4 5 Successful Fair Poor									
d. SENIOR RATER: Overall potential for promotion and/or service in positions of greater responsibility.									
1 2 3 4 5 Superior Fair Poor									

Part I, Administrative Data

- Identifying the rated NCO. (Table 3-1, pg 37)
- The reason for submitting the report. (Table 2-8, pg 26)
- The period of the report and non-rated time if applicable. (Tables 3-1 pg 38)
- Rules for completing blocks Ia through Io (Table 3-1 pg 37-38)

DA Form 2166-8

1. NAME (Last, First, Middle Initial) HARRIS, CHRISTOPHER S.										2. SSN 000-00-0000		3. GRADE PMS1		4. DATE OF BIRTH 19990801		5. EXPIRATION 99991231	
6. UNIT 1st Airborne Division, 1st Cavalry Div, Ft. Hood, TX										7. STATION CODE 100		8. STATION NAME 100		9. STATION TYPE 100		10. STATION ADDRESS 100	
11. NAME HARRIS, CHRISTOPHER S.		12. NAME HARRIS, CHRISTOPHER S.		13. NAME HARRIS, CHRISTOPHER S.		14. NAME HARRIS, CHRISTOPHER S.		15. NAME HARRIS, CHRISTOPHER S.		16. NAME HARRIS, CHRISTOPHER S.		17. NAME HARRIS, CHRISTOPHER S.		18. NAME HARRIS, CHRISTOPHER S.			
19. NAME HARRIS, CHRISTOPHER S.		20. NAME HARRIS, CHRISTOPHER S.		21. NAME HARRIS, CHRISTOPHER S.		22. NAME HARRIS, CHRISTOPHER S.		23. NAME HARRIS, CHRISTOPHER S.		24. NAME HARRIS, CHRISTOPHER S.		25. NAME HARRIS, CHRISTOPHER S.		26. NAME HARRIS, CHRISTOPHER S.			

- Major Changes:

- Rated Period now to the day, not the month.
- AKO Email address.
- UIC
- All codes match OERs

Part II, Authentication

- Rater will verify parts I and II, and the APFT and height/weight entries with the rated NCO.
- The senior rater will obtain the rated NCO's signature or enter one of the following:
 - “NCO refuses to sign”
 - “NCO unavailable for signature”
- Rated NCO's signature verifies information only, not agreement with the evaluation.
- All signatures will be on the report prior to action by the reviewer.

DA Form 2166-8

PART II - AUTHENTICATION			
a. NAME OF RATER (Last, First, Middle Initial)		SSN	DATE
SCOTT, THOMAS D		123-45-6789	
RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT
LTC	AC	Army Contracting Agency	BN Commander
		RATER'S APO EMAIL ADDRESS (.gov or .mil)	
		thomas.d.scott123@us.army.mil	
b. NAME OF SENIOR RATER (Last, First, Middle Initial)		SSN	DATE
JONES, WILLIAM A		234-56-7890	
RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT
GS15		Army Contracting Agency	Acting Director
		SENIOR RATER'S APO EMAIL ADDRESS (.gov or .mil)	
		bill.jones100@us.army.mil	
c. NAME OF REVIEWER (Last, First, Middle Initial)		SSN	DATE
SMITH, VIRGINIA		456-78-9123	
RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT
COL	AG	Army Contracting Agency	BDE Commander
		REVIEWER'S APO EMAIL ADDRESS (.gov or .mil)	
		virginia.smith58@us.army.mil	
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS			
e. I, the Rated NCO, understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-1.			DATE

- Major Changes:
 - Rated NCO now signs after Reviewer.
 - Email address with signatures

Part III, Duty Description

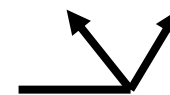


- Rater writes
- Be specific with personnel, equipment and mission
- Do not abbreviate or use uncommon acronyms
- Comparable to the OER

Part III - Duty Description

PART III - DUTY DESCRIPTION (Rater)				
a. PRINCIPAL DUTY TITLE ENTER PRINCIPAL DUTY TITLE		b. DUTY MOSC ENTER DMOS		
c. DAILY DUTIES AND SCOPE <i>(To include, as appropriate, people, equipment, facilities and dollars)</i> This portion should provide an accurate description of the NCO's scope of duties with regards to mission, personnel supervised, equipment and resources handled, and personnel supervised; do not use acronyms that are not commonly understood/recognized across the Army; duty description should be as thorough as possible with the limited space available; separate phrases within the duty description with a semi-colon (;) and use a period (.) at the end of the duty description.				
d. AREAS OF SPECIAL EMPHASIS The purpose of this block is for the rater to communicate to the NCO which events, such as inspections or exercises, etc., that the rated NCO should concentrate his/her efforts. If an NCO has made a contribution in one or more special emphasis, the rater or senior rater should make a comment in Part IV or V.				
e. APPOINTED DUTIES Unit Mail Clerk, Publications NCO, Unit Reenlistment NCO (if an NCO has made a contribution in one or more areas of appointed duties during the rating period, the rater and/or senior rater should comment in Part IV or V.				
f. <i>Counseling dates from checklist/record</i>	INITIAL 011218	LATER 020303	LATER 020610	LATER 020901

Ensure dates are within 90 days



Part IV, Evaluation

- Completed by the rater
- Six ratings categories (IV a through f):
 - IVa Values
 - IVb Competence
 - IVc Physical Fitness and Military Bearing
 - IVd Leadership
 - IVe Training
 - IVf Responsibility and Accountability

Bullet Comments

- All bullets should be short concise and to the point; no more than 2 lines
- Start with action verbs or possessive pronouns (his/her)
- No names
- Use past tense
- Double Space
- Begin with the small letter “o”
- Bullets begin with small letters

Part IV, Evaluation

- See restrictions applying to DA Form 2166-8
 - 3-22 Narrative Gimmicks
 - 3-23 Unproven Derogatory Information
 - 3-24 Prohibited Comments
 - 3-25 Marital Status and Spouse

Part IVa, Values

- Part IVa, Values: reflect current Army values
- Enter yes or no for each value for the rated NCO
- All “no” block checks must be addressed by a bullet comment.

Part IVa - Values

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS		(Rater)																
a. ARMY VALUES. Check either "YES" or "NO". (Comments are mandatory for "No" entries; optional for "Yes"																		
V A L U E S +	Loyalty Duty Respect Selfless-Service Honor Integrity Personal Courage	<table border="1"> <thead> <tr> <th></th> <th>Yes</th> </tr> </thead> <tbody> <tr> <td>1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.</td> <td>X</td> </tr> <tr> <td>2. DUTY: Fulfills their obligations.</td> <td>X</td> </tr> <tr> <td>3. RESPECT/EO/EED: . Treats people as they should be treated.</td> <td>X</td> </tr> <tr> <td>4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.</td> <td>X</td> </tr> <tr> <td>5. HONOR: Lives up to all the Army values.</td> <td>X</td> </tr> <tr> <td>6. INTEGRITY: Does what's right- legally and morally.</td> <td>X</td> </tr> <tr> <td>7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).</td> <td>X</td> </tr> </tbody> </table>		Yes	1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.	X	2. DUTY: Fulfills their obligations.	X	3. RESPECT/EO/EED: . Treats people as they should be treated.	X	4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	5. HONOR: Lives up to all the Army values.	X	6. INTEGRITY: Does what's right- legally and morally.	X	7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X
			Yes															
		1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.	X															
		2. DUTY: Fulfills their obligations.	X															
		3. RESPECT/EO/EED: . Treats people as they should be treated.	X															
		4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X															
		5. HONOR: Lives up to all the Army values.	X															
6. INTEGRITY: Does what's right- legally and morally.	X																	
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X																	
<p><i>Bullet</i></p> <p>o rater will address each of the seven values by placing an 'X' (typed, handwritten or by computer) in either the 'YES' or 'NO' box</p> <p>o bullet comments are mandatory for 'NO' ratings and must be specific</p> <p>o bullet comments are optional for 'YES' ratings - but encouraged to address NCO's strongest values</p>																		

DA Form 2166-8

REPLACES DA FORM 2166-7, SEP 87, WHICH IS

USAPPC V1.00

Part IVb through Part IVf

- Raters will block either excellence, success or needs improvement for each ratings category
- Raters are required to make quantifiable comments on “excellence” and “needs improvement” ratings
- Success bullets are optional, but encouraged
- Bullets can only be used once

Part IVb through IVf

RATED NCO'S NAME (Last, First, Middle Initial) + SAMPLE, JOHN R.		SSN 123-45-6789	EXPIRATION DATE 021115 211	+
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES				
<i>Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.</i>				
b. COMPETENCE o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence		o second line of a bullet may start under the "o" or under the letter of the first line as long as they are consistent throughout o bullet comments to support "Excellence" ratings are mandatory - must be substantiated by specific examples and measurable results o bullet comments for "Needs Improvement" ratings are mandatory and must be specific, i.e. what happened, what was the deficiency		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/>		APFT PASS 0209 HEIGHT/WEIGHT 63/132 YES		
o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier		o the bullet "IAW standards of AR 600-9" is no longer authorized when "YES" is entered in Height/Weight Block o excellence ratings based solely on the APFT only require the bullet "received the Physical Fitness Badge"		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/>				
d. LEADERSHIP o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do		o double space between bullets and no more than two lines per bullet o bullets may begin with a capital or lower case letter and end with or without a period, but be consistent throughout the NCO-ER o a specific bullet can only be used once; decide which responsibility block it fits best		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/>				
e. TRAINING o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win		o the first bullet in each rating should be the strongest and the bullet that justifies the excellence o best bullets start with action verbs or possessive pronoun (his/her) o avoid using NCO's name or the personal pronouns he/she in bullets		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/>				
f. RESPONSIBILITY & ACCOUNTABILITY o Care and maintenance of equip./facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong		o handwritten comments, underlining, italics, and excess use of capital letters cannot be used in bullets o NCOs receiving all success ratings may receive a rating of 'among the best' or 'fully capable' o NCOs receiving one or more 'needs improvement' ratings in part IVb-f cannot receive a rating of 'among the best'		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/>				

Part IVc

APFT and Height/Weight

- APFT data will be entered in compliance with para 3-11.
 - e.g., PASS 010515, FAIL 010505, PROFILE 990312
 - Mandatory or prohibited bullets (para 3-22 thru 24)
- Height/Weight data will be entered in compliance with para 3-12
 - e.g., 72/180 YES, 68/205 NO, possibly blank (pregnancy)
 - (YES for all soldiers who meet the screening HT/WT or are IAW body fat standards)
 - Mandatory or prohibited bullets (para 3-22 thru 24)

Part IVc (cont.)

APFT and Height/Weight

- DA MSG DGT 171421ZDEC03:
 - The following statement will be entered on the NCOER for units unable to administer the APFT due to mission or conditions: “Soldier was unable to take the APFT during this period due to deployment for combat operations/contingency operations”

Part IVc

RATED NCO'S NAME (Last, First, Middle Initial) + SAMPLE, JOHN R.		SSN 123-45-6789	THRU DATE 0211	+
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES <small>Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.</small>				
b. COMPETENCE <ul style="list-style-type: none"> o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence 		<ul style="list-style-type: none"> o second line of a bullet may start under the "o" or under the letter of the first line as long as they are consistent throughout o bullet comments to support "Excellence" ratings are mandatory - must be substantiated by specific examples and measurable results o bullet comments for "Needs Improvement" ratings are mandatory 		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>		<div style="border: 2px solid red; padding: 2px;"> APFT PASS 0209 HEIGHT/WEIGHT 63/132 YES </div>		
<ul style="list-style-type: none"> o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier 		<ul style="list-style-type: none"> o the bullet "LAW standards of AR 600-9" is no longer authorized when "YES" is entered in Height/Weight Block o excellence ratings based solely on the APFT only require the bullet "received the Physical Fitness Badge" 		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>				
d. LEADERSHIP <ul style="list-style-type: none"> o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do 		<ul style="list-style-type: none"> o double space between bullets and no more than two lines per bullet o bullets may begin with a capital or lower case letter and end with or without a period, but be consistent throughout the NCO-ER o a specific bullet can only be used once; decide which responsibility block it fits best 		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>				
e. TRAINING <ul style="list-style-type: none"> o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win 		<ul style="list-style-type: none"> o the first bullet in each rating should be the strongest and the bullet that justifies the excellence o best bullets start with action verbs or possessive pronoun (his/her) o avoid using NCO's name or the personal pronouns he/she in bullets 		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>				
f. RESPONSIBILITY & ACCOUNTABILITY <ul style="list-style-type: none"> o Care and maintenance of equip./facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong 		<ul style="list-style-type: none"> o handwritten comments, underlining, italics, and excess use of capital letters cannot be used in bullets o NCOs receiving all success ratings may receive a rating of 'among the best' or 'fully capable' o NCOs receiving one or more 'needs improvement' ratings in part IVb-f cannot receive a rating of 'among the best' 		
EXCELLENCE (Exceeds std) <input type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>				

Overall Performance and Potential (Part V)

- Rater
 - Assessment
 - Future positions
- Senior rater
 - Comments
 - Assessment

Know the Meaning of Your Rating

- Rater
 - Among the Best
 - strong recommendation for promotion and/or service in positions of greater responsibility
 - Fully Capable
 - should sufficient allocations be available, a promotion recommendation
 - Marginal
 - should not be promoted at this time
- Senior Rater
 - very good, solid performance and is a strong recommendation for promotion
 - should sufficient allocations be available, is a recommendation for promotion
 - may require additional training/observation and should not be promoted at this time
 - need significant improvement or training in one or more areas. Do not promote.

Part V - Overall Performance and Potential

Rater

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST FULLY CAPABLE MARGINAL

☐☐☐

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

List up to three (at least 2)
positions at the current or next
grade

e. SENIOR RATER BULLET COMMENTS

o comments are mandatory and should address potential for promotion and higher level schooling and positions, but may also address performance and/or evaluation rendered by rater

o if minimum rating time not met, enter "Senior Rater does not meet minimum qualifications" & parts Vc and d will not be completed

o marginal ratings given by the rater, and fair or poor ratings in Vc and d must be addressed by the senior rater

o enter bullets that correspond to the box checks in Vc and Vd ; a "2" or "3" rating would not equal the bullet "promote now"

c. SENIOR RATER. Overall performance

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	-------------------------------------	--------------------------	-------------------------------------	--------------------------

1 2 3 4 5
Successful Fair Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	-------------------------------------	--------------------------	-------------------------------------	--------------------------

1 2 3 4 5
Superior Fair Poor

USAPPC V4.00

Senior Rater

Reviewer

- Is the “honest broker”
- Ensures that the proper rater and senior rater completed the report
- Examines the evaluations rendered by the rater and senior rater
 - Bullets support the appropriate block checks
 - Cannot change ratings
- Indicates concurrence or nonconcurrence
 - Can submit an enclosure
- Dates and enters his/her signature in part IId

Evaluation Redress Program

- Commander's Inquiry:
 - Used when a report may be illegal, unjust, or otherwise in violation of AR 623-3
 - VERIFIES:
 - Clarity of the report
 - Facts contained in the report
 - Compliance w/ the regulation
 - Conduct of the rated NCO and members of rating chain
- Appeals
 - A rated NCO may appeal any report that they believe to be incorrect, inaccurate, or in violation of the intent of this regulation
 - Appeals based solely on the lack of full compliance with performance counseling requirements will not normally serve as a basis to invalidate an evaluation report

CY04 MSG Selection Board Feedback

- Those not competitive for promotion had:
 - Vague Duty Positions
 - Unsupported excellence bullets
 - ERB/OMPF inconsistencies
 - Height/weight APFT data
 - Job Diversity

CY03 CSM Selection Board Feedback

- A successful performance must be reported accurately and without consideration for the type position being held.
- Master Sergeants should perform duties in leadership positions as defined by their proponent.
- Senior rater comments not addressing promotion and potential.
- ERB's were not updated, OMPF to ERB inconsistent, college transcripts confirming current level of education were not on file, photos not updated
- Late NCOERs

Part II Summary

- A. Where and how is the DA 2166-8 completed?
- B. What form(s) would a Company Commander use during the initial counseling with the Company First Sergeant?
- C. What actions, as a reviewer, must you take if you Non-concur with either the rater or senior rater?
- D. How will lessons learned from previous promotion boards affect how you write and review NCOERs?

Part III

Electronic Submission of Officer and Non-Commissioned Officer Evaluations



Search
Advanced Search

Search

[Advanced Search](#)

- ☐ AKO Sites
- ☒ AKO Files
- ☐ DA Pubs & Forms
- ☐ People (White Pages)

[Create AKO Content](#)

▼ My Favorites

[Edit]

Pages	Links	Files	Forums
--------------	--------------	--------------	---------------

You have no pages in your favorites.

▼ Army Organizations

Army Organizations has moved.
To access, click the [Site Map](#) tab.

▼ Self Service

-  Antivirus Services
-  Army e-Commerce
-  My Benefits
-  My Education
-  My Family
-  My Finance
-  My Legal
-  My Medical

[Home](#)

New in AKO



“My Forms” Link on AKO Home

As of Mon, 15 May, the toll free number for the AKO Help Desk is no longer available. Instead, users will now "Click to Call" from the AKO Support Page. This involves clicking on the ?Click to Call? link and typing in a phone number where the user may be reached. The user can choose to be called back by the help desk **immediately** or within 5 minutes, whichever the user prefers. For more information, review the [Click to Call How To](#).

More

- To discuss this announcement and other headlines, post a message in the [News Forum](#).

- CAC Myths Busted:

---CAC Myth #1: Family members and retirees will shortly be kicked out of AKO.

---CAC Myth #1 *Busted!* **Family members and retirees will still have access to AKO.** There may be content they do not have access to but it will be the content that is not relevant to them. For more Myths Busted and for the latest information on AKO & Common Access Cards (CACs) - including how to register your CAC, visit the [AKO CAC Resource Center](#).

Army Top Medic Competition


2006 Expert
Field Medical

IBM WebSphere Portal - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Recycle Bin Print Mail Address https://208.3.193.204/wps/myportal/tut/p/kcxml/04_5j9SPykssy0xPLMnMz0vM0Y_QjzKLN4gPMATJgFIWLvqRqCLGpugijnABX4_83FR9b_0A_YLc0NCIckdFAJ9OFT81/dd

Welcome Jan ! | Log out

 **U.S. ARMY**
Forms Content Management

FCMP

Welcome Inbox Drafts Favorites Recycle Bin Admin Help

Form Finder

Form Title: Form Number:
Search Search By Range Non-PureEdge Forms

News

NOTES:
REQUIRED FCMP SOFTWARE: To open the PureEdge forms available on this site, users must have PureEdge Viewer 6.5 installed on their desktop. To electronically sign PureEdge forms, ApproveIt 5.7.1 must be installed. Both software applications are available to Army users free of charge from your DOIM office or via download from the [Army Small Computer Program site](#):

- [APD News!](#)
- [PureEdge](#)
- [ApproveIt](#)



"Note: Users must have administrator rights to their desktop to install the software. If you do not have administrator rights, please contact your local IT helpdesk for assistance."

FCMP Portal
provides user
ability to manage
business process

Functionality:

- Form Finder
- Drafts
- Inbox
- Favorites
- Tracking
- Templates
- Routing

Welcome chelsea ! | [Log out](#)



FCMP

Welcome | [Inbox](#) | [Drafts](#) | [Favorites](#) | [Recycle Bin](#) | [Admin](#) | [Help](#)

Form Finder

Form Title: Form Number:

News

NOTES:

REQUIRED FCMP SOFTWARE: To open the PureEdge form installed on their desktop. To electronically sign PureEdge forms are available to Army users free of charge from your DOIM

- [APD News!](#)
- [PureEdge](#)
- [ApproveIt](#)

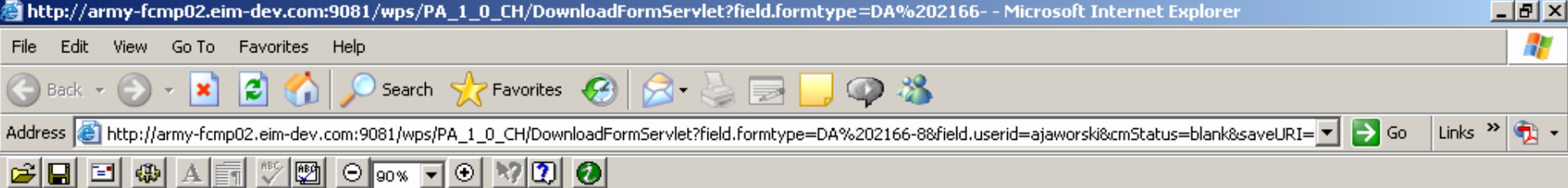
"Note: Users must have administrator rights to their desktop. If you are unable to access the system, please contact your local IT helpdesk for assistance."

https://208.3.193.204/wps/PA_1_0_Y9/SessionCheckServlet?action=search&field....

Form Search Results

Form Title	Form Number
SERVICE SCHOOL ACADEMIC EVALUATION REPORT	DA 1059
ELECTION TO FORMAL PHYSICAL EVALUATION BOARD PROCEEDINGS	DA 199-1
CIVILIAN INSTITUTION ACADEMIC EVALUATION REPORT	DA 1059-1
MANAGEMENT CONTROL EVALUATION CERTIFICATION STATEMENT	DA 11-2
SENIOR SERVICE COLLEGE ACADEMIC EVALUATION REPORT	DA 1059-2
HOUSE STAFF EVALUATION REPORT	DA 1970
OFFICER EVALUATION SUPPORT FORM DRAFT	DA 67-9-1
OFFICER EVALUATION FORM DRAFT	DA 67-9
NON COMMISSIONED OFFICER EVALUATION SUPPORT FORM DRAFT	DA 2166-8-1
NON COMMISSIONED OFFICER EVALUATION FORM DRAFT	DA 2166-8

Form Finder Search produces list of forms that meet search criteria; User clicks on selected form to open form application



U.S. ARMY

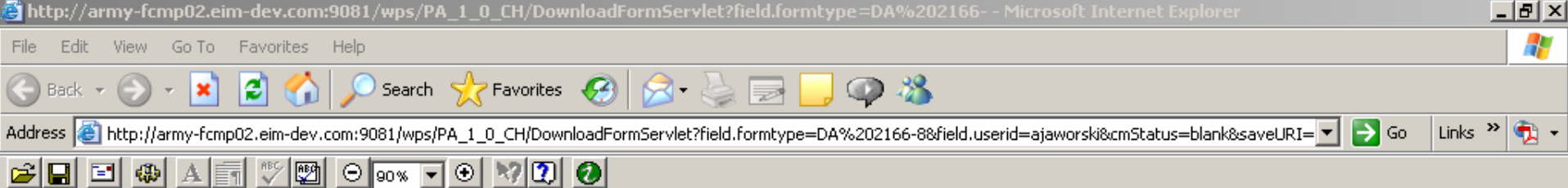
NCO EVALUATION FORM DA FORM 2166-8

NCOER e-Form Choices

- ☒ Complete NCOER form using wizard format.
- ☐ Complete NCOER form without using wizard format..

Next ►

Screen shot is 7 Apr Draft/Concept. Elements may change before final implementation due to improvements and regulation staffing process.



U.S. ARMY

NCO EVALUATION FORM DA FORM 2166-8

Which component does the Rated Soldier belong to?

Component

▼
USAR
AC
ARNG

You are selected to create a NCOER using the wizard. If this is correct click the Next button to continue. If this is not correct select the Previous button to try again.

Answers to questions
guide subsequent rules
and processes. . .

◀ Previous

Screen shot is 7 Apr Draft/Concept. Elements may change before final implementation due to improvements and regulation staffing process.



NO DATA. Please click the Begin OER button below to create an evaluation.



U.S. ARMY

OFFICER EVALUATION FORM DA FORM 67-9

[Link to AR 623-3](#)

Administrative Data

Rater Actions

Inter Rater Actions

Senior Rater Actions

Rated Soldier

Enclosures

Data Entry -
Rated Soldier

Select Method for Data Entry – Rated Soldier

Admin Data -
Rated Soldier

You may automatically populate this OER form by retrieving the Rated Soldier's personnel information from the Army personnel database. If you choose not to prepopulate this form, you will be required to manually enter all required information.

Admin Data -
Continued

☐

Manually enter Rated Soldier's administrative data.

Data Entry -
Rating Chain

☒

Automatically populate the Rated Soldier's administrative data by searching the Army personnel database.

Auth -
Rating Chain

Duty Des -
Rated Soldier

Enter requested data and click SEARCH. (All fields highlighted in yellow are required.)

Rated Officer's SSN

111-11-1111

Rated Officer's Last Name (First Two Letters)

Da

SEARCH

View Form

Previous

Forms wizards feature
auto-fill from Army
databases . . .

RATED SOLDIER: DAILEY, PETER RICHARD



NCO EVALUATION FORM DA FORM 2166-8

[Link to AR 623-3](#)

Admin/Auth Data

Rater Actions

Senior Rater Actions

Reviewer Actions

Rated Soldier

Enclosures

Administration Data - Rated Soldier

a. Name (Last, First, Middle Initial)

b. SSN

DAILEY, PETER RICHARD

111-11-1111

c. Rank

d. Date of Rank

e. PMOSC

MSG

2003/06/19

Set Date

79T

f. Unit

Organization

Station

Zip

Major Command

RECRUITING RETENTIONS SCHOOL FT JACKSON SC 973095047

TRADOC

1. Rated NCO'S AKO Email Address

m. UIC

n. CMD
Code

o. PSB
Code

peter.dailey@eim-usa.com

W77740

MD

FS04

Recommend you use a .gov or .mil

Counseling Dates

Initial

Later

Later

Later

[View Form](#)

[Previous](#)

[Next](#)

Page 2 of 6

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NO DATA. Please click the Begin button.



U.S. ARMY

OFFICER

D

Administrative Data

Rater Actions

Inter

Data Entry -
Rated Soldier**Administrative Data - Rated Soldier**Admin Data -
Rated Soldiera. Name *(Last, First, Middle Initial)*Admin Data -
Continued

c. Rank

d. Date of Rank

 / / Data Entry -
Rating Chain

g. Unit, Org., Station, Zip Code Or APC

Auth -
Rating ChainDuty Des -
Rated Soldier

I. Rated Officer's AKO Email Address

Recommend you use a .gov or .mil

12 - 78TH DIVISION (INSTITUTIONAL TRAINING)

13 - 80TH DIVISION (INSTITUTIONAL TRAINING)

14 - 98TH DIVISION (INSTITUTIONAL TRAINING)

16 - 310TH TRAINING SUPPORT COMMAND

19 - FIRST ARMY, STATE MILITARY SUPPORT OFFICE

1C - 77TH REGIONAL SUPPORT COMMAND

1H - 311TH CORPS SUPPORT COMMAND

1K - 94TH REGIONAL SUPPORT COMMAND

1L - 3D MEDICAL COMMAND

1U - 99TH REGIONAL SUPPORT COMMAND

21 - 100TH DIVISION (INSTITUTIONAL TRAINING)

22 - 108TH DIVISION (INSTITUTIONAL TRAINING)

23 - 412TH ENGINEER COMMAND

24 - 87TH DIVISION TRAINING SUPPORT

25 - 65TH REGIONAL SUPPORT COMMAND

27 - 335TH SIGNAL COMMAND

29 - SECOND ARMY, STATE MILITARY SUPPORT OFFICE

2D - 143RD TRANSPORTATION CORPS BRIGDE

2H - 81ST REGIONAL SUPPORT COMMAND

31 - 311TH THEATER SIGNAL COMMAND

... dropdowns if needed. ...

View Form

Previous

Next

Page 2 of 5

RATED SOLDIER: DAILEY, PETER RICHARD



U.S. ARMY

NCO EVALUATION FORM DA FORM 2166-8

[Link to AR 623-3](#)

Admin/Auth Data

Rater Actions

Senior Rater Actions

Reviewer Actions

Rated Soldier

Enclosures

Administrative Data (Cont'd) – Rated Soldier

Is rated NCO Frocked to 1SG, SGM or CSM as of the thru date of the report? Yes ☒ No ☐

Please enter: Frocked Rank

Frocked Date [Set Date](#)

What is the Reason for Submission?

What is From Date?

[Set Date](#)

What is Thru Date?

Rated Months

If you have non-rated codes to enter

March, 2004						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

[EDIT NONRATED CODES](#)

[View Form](#)

[Previous](#)

[Next](#)

Page 3 of 6

... formats commonly used
in other applications ...

Screen shot is 7 Apr Draft/Concept. Elements may change before final implementation due to improvements and regulation staffing process.

... A forms wizard with navigation tabs for user roles and major sections ...

U.S. ARMY **NCO EVALUATION FORM** **DA FORM 2166-8** [Link to AR 625](#)

Admin/Auth Data Rater Actions Senior Rater Actions Reviewer Actions Rated Soldier Enclosures

Army Values

Army Values

Check either "YES" or "NO". *Comments are mandatory for "No" entries; optional for "Yes" entries.*

	YES	NO
1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other soldiers.	<input type="checkbox"/>	<input type="checkbox"/>
2. DUTY: Fulfills their obligations.	<input type="checkbox"/>	<input type="checkbox"/>
3. RESPECT/EO/EEO: Treats people as they should be treated.	<input type="checkbox"/>	<input type="checkbox"/>
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	<input type="checkbox"/>	<input type="checkbox"/>
5. HONOR: Lives up to all the Army values.	<input type="checkbox"/>	<input type="checkbox"/>
6. INTEGRITY: Does what is right - legally and morally.	<input type="checkbox"/>	<input type="checkbox"/>
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	<input type="checkbox"/>	<input type="checkbox"/>

Bullet Comments

Bullet Formatting Guidance

... and respective sub-tabs for more specific sections or functions ...

Screen shot is 7 Apr Draft/Concept. Elements may change before final implementation due to improvements and regulation staffing process.

RATED SOLDIER: DAILEY, PETER RICHARD



U.S. ARMY

NCO EVALUATION FORM DA FORM 2166-8

[Link to AR 623-3](#)

Admin/Auth Data

Rater Actions

Senior Rater Actions

Reviewer Actions

Rated Soldier

Enclosures

Army Values

Army Values

Check either "YES" or "NO". *Comments are mandatory for "No" entries; optional for "Yes" entries.*

1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other soldiers.

YES NO

☐☐

2. DUTY: Fulfills their obligations.

3. RESPECT/EO/EEO: Treats people as

4. SELFLESS-SERVICE: Puts the welfa

5. HONOR: Lives up to all the Army val

6. INTEGRITY: Does what is right - lega

7. PERSONAL COURAGE: Faces fear,

Information

Bullets will not be more than 2 lines.
No more than 1 bullet on a line.
Double space between bullets.
For the 2nd line of a 2-line entry, all text is flush with left border under the "o".
Each bullet will begin with a small "o" then a space and then text can be entered by the user.
Each bullet must begin with a lower case letter unless it is a proper noun.

OK

Bullet Comments

Bullet
Formatting
Guidance

[View Form](#)

[< Previous](#)

[Next >](#)

... embedded regulatory
business logic.

Screen shot is 7 Apr Draft/Concept. Elements may change before final implementation due to improvements and regulation staffing process.

RATED SOLDIER: DAILEY, PETER RICHARD



U.S. ARMY

NCO EVALUATION FORM DA FORM 2166-8

[Link to AR 623-3](#)

Admin/Auth Data

Enclosures

Army Values

Competence

Physical Fit;
Military Bear

Leadership

Training

Responsible
& Account

Overall Perf
& Potential

Rater
Validation

Physical Fit

*Bullet comments
are required for*

SecureEdge Viewer

Comments on profile are mandatory and will describe the rated NCOs ability to perform assigned duties.

OK

Weight(lbs) 204

Is Height/Weight within standards?

Yes

APFT PROFILE

APFT Date

/ /

Set Date

Excellence
(Exceeds std)

☐

Success
(Meets std)

☐

Needs Improvement
(Some) (Much)

☐☐

Bullet Comments

Bullet
Formatting
Guidance

View Form

Previous

Next

... more embedded
regulatory business logic.

Screen shot is 7 Apr Draft/Concept. Elements may change before final implementation due to improvements and regulation staffing process.

RATED SOLDIER: DAILEY, PETER RICHARD



U.S. ARMY

NCO EVALUATION FORM DA FORM 2166-8

[Link to AR 623-3](#)

Admin/Auth Data

Rater Actions

Senior Rater Actions

Reviewer Actions

Rated Soldier

Enclosures

Army Values

Competence

Physical Fit;
Military Bear

Leadership

Training

Responsible
& Account

Overall Perf
& Potential

Rater
Validation

Physical Fitness and Military Bearing

Bullet comments are mandatory. Substantive bullet comments are required for "EXCELLENCE" or "NEEDS"

Height(in)

Weight(lbs)

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

Warning

Physical Fitness Comment contains the following prohibited words:

Spouse
spouse

OK

Yes ▾

[Set Date](#)

Excellence
(Exceeds standards)

☐☐☐☐

Bullet Comments

- o Great job improving your score; increased 40 points to 246
- o Your spouse was tremendously helpful during the last Family Olympics Day.

Bullet
Formatting
Guidance

[View Form](#)

[Previous](#)

[Next](#)

... logic includes prohibitions ...





Screen shot is 7 Apr Draft/Concept. Elements may change before final implementation due to improvements and regulation staffing process.



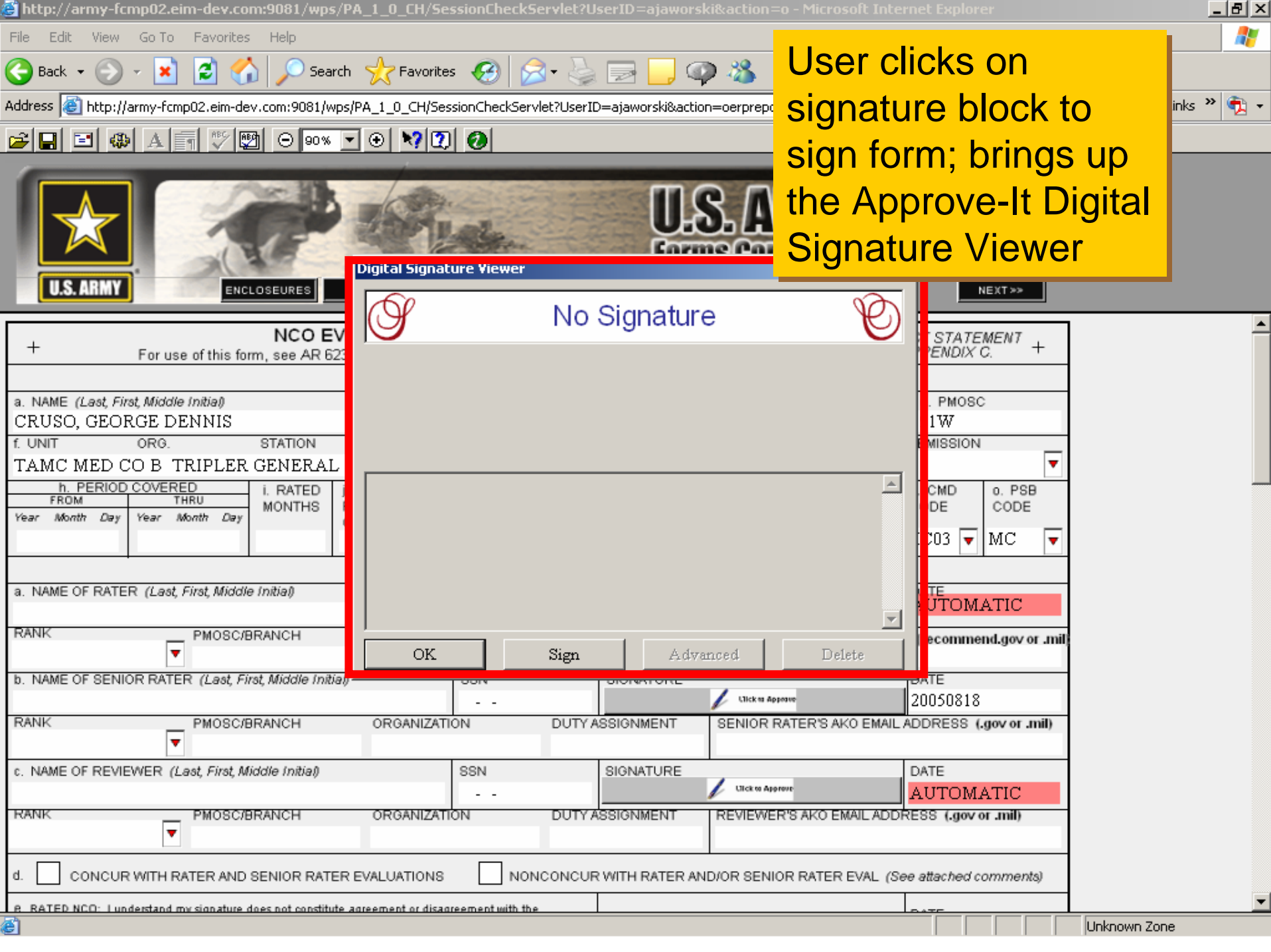
NCO EVALUATION REPORT		SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C.
For use of this form, see AR 623-205; the proponent is DCS, G-1		

PART I - ADMINISTRATIVE DATA					
a. NAME (Last, First, Middle Initial) DAILEY, PETER RICHARD		b. SSN 111-11-1111	c. RANK MSG		
f. UNIT RECRUITING RETENTIONS SCHOOL		g. ORG. MAJOR COMMAND FT JACKSON SC 97: TRADOC			
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S AKO EMAIL ADDRESS
FROM THRU Year Month Day Year Month Day 20040331 20050330		10	E,,,	0	Recommend you use a .gov peter.dailey@eim-usa.com

Electronic Approvals:
Critical for deployed and dispersed units.

PART II - AUTHENTICATION					
a. NAME OF RATER (Last, First, Middle Initial) BURNS, ROBERT A.		SSN 222-22-2222	SIGNATURE 	DATE AUTOMATIC	
RANK SFC	PMOSC/BRANCH 95B30	ORGANIZATION Org Unit	DUTY ASSIGNMENT Platoon Sergeant	RATER'S AKO EMAIL ADDRESS (recommend a .gov or .mil) robert.burns@us.army.mil	
b. NAME OF SENIOR RATER (Last, First, Middle Initial) SUMMERS, DONNA B.		SSN 333-33-3333	SIGNATURE 	DATE AUTOMATIC	
RANK 1LT	PMOSC/BRANCH 31A	ORGANIZATION Org Unit	DUTY ASSIGNMENT Platoon Leader	SENIOR RATER'S AKO EMAIL ADDRESS (.gov or .mil) donna.summers@us.army.mil	
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the AFPT and height/weight entries in Part IV are correct. I have seen the report completed through Part V, except Part III and I, I am aware of the appeals process of AR 623-205.			SIGNATURE 	DATE AUTOMATIC	
d. NAME OF REVIEWER (Last, First, Middle Initial) USTINOV, PETER C.		SSN 444-44-4444	SIGNATURE 	DATE AUTOMATIC	
RANK CPT	PMOSC/BRANCH 31A	ORGANIZATION Org Unit	DUTY ASSIGNMENT Company Command	REVIEWER'S AKO EMAIL ADDRESS (.gov or .mil) peter.ustinov@us.army.mil	
e. <input type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)					

PART III - DUTY DESCRIPTION (Rater)	
a. PRINCIPAL DUTY TITLE Squad Leader	b. DUTY MOSC 95B40
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)	



User clicks on signature block to sign form; brings up the Approve-It Digital Signature Viewer

Digital Signature Viewer

No Signature

OK Sign Advanced Delete

U.S. ARMY

Digital Signature Viewer

No Signature

ApproveIt - ePersona Selection

Signer Identity

ePersona: C:\Program Files\ApproveIt\Capture\Johndemo Browse...

Password: xxxxx

☐ Use this ePersona as default

Sign using... OK Cancel

For use of this form,

a. NAME (Last, First, Middle Initial)
CRUSO, GEORGE DENNIS

f. UNIT ORG. S
TAMC MED CO B TRIPLER GE

h. PERIOD COVERED

FROM			THRU		
Year	Month	Day	Year	Month	Day

i. M

a. NAME OF RATER (Last, First, Middle Initial)

RANK PMOSC/BANCH

b. NAME OF SENIOR RATER (Last, First, Middle Initial)

RANK PMOSC/BANCH ORGANIZATION DUTY ASSIGNMENT SENIOR RATER'S AKO EMAIL ADDRESS (.gov or .mil)

c. NAME OF REVIEWER (Last, First, Middle Initial)

SSN SIGNATURE DATE

RANK PMOSC/BANCH ORGANIZATION DUTY ASSIGNMENT REVIEWER'S AKO EMAIL ADDRESS (.gov or .mil)



d. ☐ CONCUR WITH RATER AND SENIOR RATER EVALUATIONS ☐ NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)



e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the

Unknown Zone

User enters password for CAC to confirm authorization to sign

System provides certificate information for electronic approval





ENCLOSURES

Digital Signature Viewer

Signature Is Valid

Signer: John Hancock
Signature Type: Silanis Technology Inc. Digital Signature
Time Signed: Thursday, August 18, 2005 18:19:27 GMT

Certificate Information:

Subject Common Name: John Hancock
Issuer Common Name: John Hancock
Serial Number: F00EDD9760002E8711D319E817140EC1
Not Before: 1999-06-03T19:11:48Z
Not After: 2009-06-03T19:11:48Z

OK Sign Advanced Delete

NCO EVALUATION

For use of this form, see AR 623-10

a. NAME (Last, First, Middle Initial)
CRUSO, GEORGE DENNIS

f. UNIT ORG. STATION
TAMC MED CO B TRIPLER GENERAL HOSPITAL

h. PERIOD COVERED
FROM THRU
Year Month Day Year Month Day

i. RATED MONTHS

j. RATER

a. NAME OF RATER (Last, First, Middle Initial)
RANK PMOSC/BRANCH

b. NAME OF SENIOR RATER (Last, First, Middle Initial)
RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT SENIOR RATER'S AKO EMAIL ADDRESS (.gov or .mil)

c. NAME OF REVIEWER (Last, First, Middle Initial)
SSN SIGNATURE DATE
RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT REVIEWER'S AKO EMAIL ADDRESS (.gov or .mil)

d. ☐ CONCUR WITH RATER AND SENIOR RATER EVALUATIONS ☐ NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)

e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the

T STATEMENT
PENDIX C.

e. PMOSC
91W

MISSION

CMD CODE o. PSB CODE
C03 MC

DATE
AUTOMATIC

recommend.gov or .mil

DATE
20050818

Click to Approve

Click to Approve

AUTOMATIC

Unknown Zone

Four Portlets:

- Inbox
- Drafts
- Favorites
- Recycle Bin

Welcome Jan ! | Log out

U.S. ARMY
Forms Content Management

FCMP

Welcome **Inbox** Drafts Favorites Recycle Bin Admin Help

Form Finder

Form Title: Form Number: Search Search By Range Non-PureEdge Forms

Inbox

Forms Folders Close All

Inbox -- 5 Form(s), 0 Folder(s) --Select--

	Form Name	Form Type	Create Date	Last Action	Suspense Date
<input type="checkbox"/>	MAJ ORTIZ OER SUP PORT FORM	DA 67-9-1	Oct 13, 2005 15:34:47	Nov 22, 2005 14:29:14	No suspense date set
<input checked="" type="checkbox"/>	OER EVALUATION FO RM DRAFT	DA 67-9	Oct 27, 2005 11:55:18	Oct 27, 2005 11:59:08	No suspense date set
<input type="checkbox"/>	ARMY IDEAS FOR EX CELLENCE PROGRA	DA 1045	Nov 22, 2005 14:42:18	Nov 22, 2005 14:43:49	No suspense date set
<input type="checkbox"/>	HASTY PROTECTIVE ROW MINEFIELD R...	DA 1355-1	Nov 22, 2005 14:49:18	Nov 22, 2005 14:56:28	No suspense date set
<input type="checkbox"/>	LAUNDRY LIST	DA 1974	Nov 22, 2005 14:55:30	Nov 22, 2005 15:00:13	No suspense date set

Actions List

Add To Folder

Extract

History

Comment

Route

Delete

Rename

Copy

Tracking

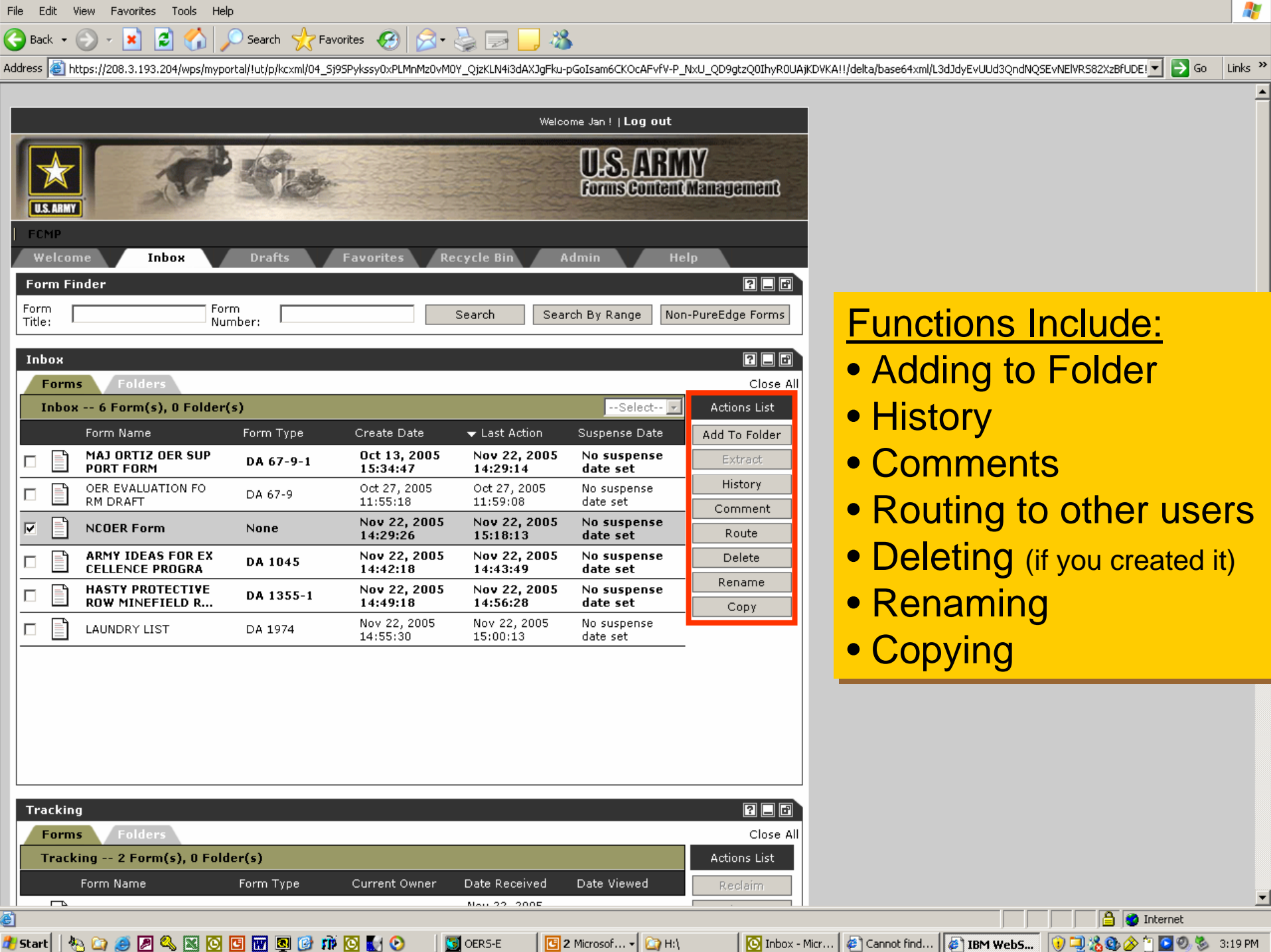
Forms Folders Close All

Tracking -- 2 Form(s), 0 Folder(s)

Form Name	Form Type	Current Owner	Date Received	Date Viewed

Reclaim

Inbox Portlet shows forms that have been routed to the user by other users



Welcome Jan ! | Log out



U.S. ARMY Forms Content Management

- FCMP
- Welcome
- Inbox**
- Drafts
- Favorites
- Recycle Bin
- Admin
- Help

Form Finder

Form Title: Form Number:

Inbox

Forms Folders

Inbox -- 6 Form(s), 0 Folder(s) --Select--

	Form Name	Form Type	Create Date	Last Action	Suspense Date	
<input type="checkbox"/>	MAJ ORTIZ OER SUP PORT FORM	DA 67-9-1	Oct 13, 2005 15:34:47	Nov 22, 2005 14:29:14	No suspense date set	<div>Actions List</div> <div>Add To Folder</div> <div>Extract</div> <div>History</div> <div>Comment</div> <div>Route</div> <div>Delete</div> <div>Rename</div> <div>Copy</div>
<input type="checkbox"/>	OER EVALUATION FO RM DRAFT	DA 67-9	Oct 27, 2005 11:55:18	Oct 27, 2005 11:59:08	No suspense date set	
<input checked="" type="checkbox"/>	NCOER Form	None	Nov 22, 2005 14:29:26	Nov 22, 2005 15:18:13	No suspense date set	
<input type="checkbox"/>	ARMY IDEAS FOR EX CELLENCE PROGRA	DA 1045	Nov 22, 2005 14:42:18	Nov 22, 2005 14:43:49	No suspense date set	
<input type="checkbox"/>	HASTY PROTECTIVE ROW MINEFIELD R...	DA 1355-1	Nov 22, 2005 14:49:18	Nov 22, 2005 14:56:28	No suspense date set	
<input type="checkbox"/>	LAUNDRY LIST	DA 1974	Nov 22, 2005 14:55:30	Nov 22, 2005 15:00:13	No suspense date set	

Tracking

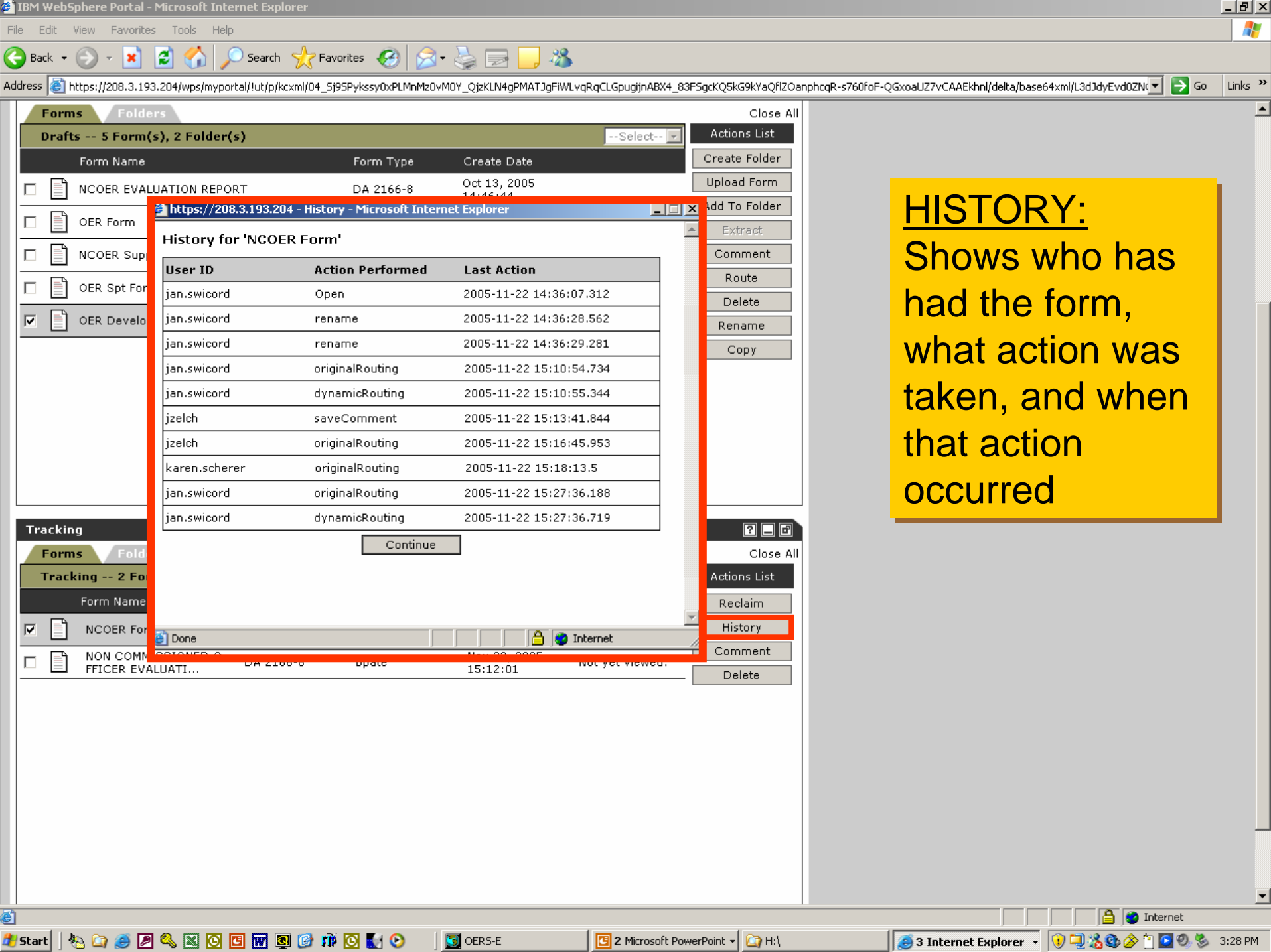
Forms Folders

Tracking -- 2 Form(s), 0 Folder(s)

	Form Name	Form Type	Current Owner	Date Received	Date Viewed	
						<div>Actions List</div> <div>Reclaim</div>

Functions Include:

- Adding to Folder
- History
- Comments
- Routing to other users
- Deleting (if you created it)
- Renaming
- Copying



HISTORY:

Shows who has had the form, what action was taken, and when that action occurred

Fo

Drafts -- 5 Form(s), 2 Folder(s)

Form Name

- ☐ NCOER EVALUATION REPORT
- ☐ OER Form
- ☐ NCOER Support Form
- ☐ OER Spt Form
- ☒ OER Developmental Spt Form

Tracking

Forms Folders

Tracking -- 2 Form(s), 0 Folder(s)

	Form Name	Form Type	Current Owner	Date Received	Date Viewed
<input checked="" type="checkbox"/>	NCOER Form	None	chelsea.ortiz	Nov 22, 2005 15:27:35	Not yet viewed.
<input type="checkbox"/>	NON COMMISSIONED OFFICER EVALUATI...	DA 2166-8	bpate	Nov 22, 2005 15:12:01	Not yet viewed.

Actions List

Reclaim

History

Comment

Delete

https://208.3.193.204 - Public Comments - Microsoft Internet Explorer

Enter Comments (These are public comments that follow the form)

Save Comment

Clear Comment

Comments for 'NCOER Form'

User	Comments	Action Date
jzelch	This NCOER must get to HQDA by 15 Feb for a SFC Selection board. We must make sure we make that date.	Nov 22, 2005 15:13:41

COMMENTS are Public Notes and can be seen by all people viewing form.

This is what they look like when entered.

IBM WebSphere Portal - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address https://208.3.193.204/wps/myportal/1ut/p/kcxml/04_5f95Pykssy0xPLMnMz0vM0Y_QizKLN4qPMATJqFIWLvgRqCLGpuqijnABX4_83F5gcKQ5kG9kYaOfIZOanphc

Inbox

Routing Slip for NCOER Form Form

Original				Search	
First Name	Last Name	Suspense Date/Time	Send Email		
<input checked="" type="checkbox"/> chelsea	ortiz	Feb 03 2006 04 :30	<input type="text"/>		
Please enter text for the email here.			<input type="text"/>		
<input type="button" value="Search"/>					

Info Copy

First Name	Last Name	Send Email
<input checked="" type="checkbox"/> chelsea	ortiz	<input type="button" value="No"/>

Email Copy

First Name	Last Name
<input checked="" type="checkbox"/> chelsea	ortiz

Please enter text for email.

This is really important....

Routing:

Uses AKO LDAP to find intended recipient.

Three options:

- Original
- Info Copy
- Email Copy

Forms exceeding suspense dates appear RED

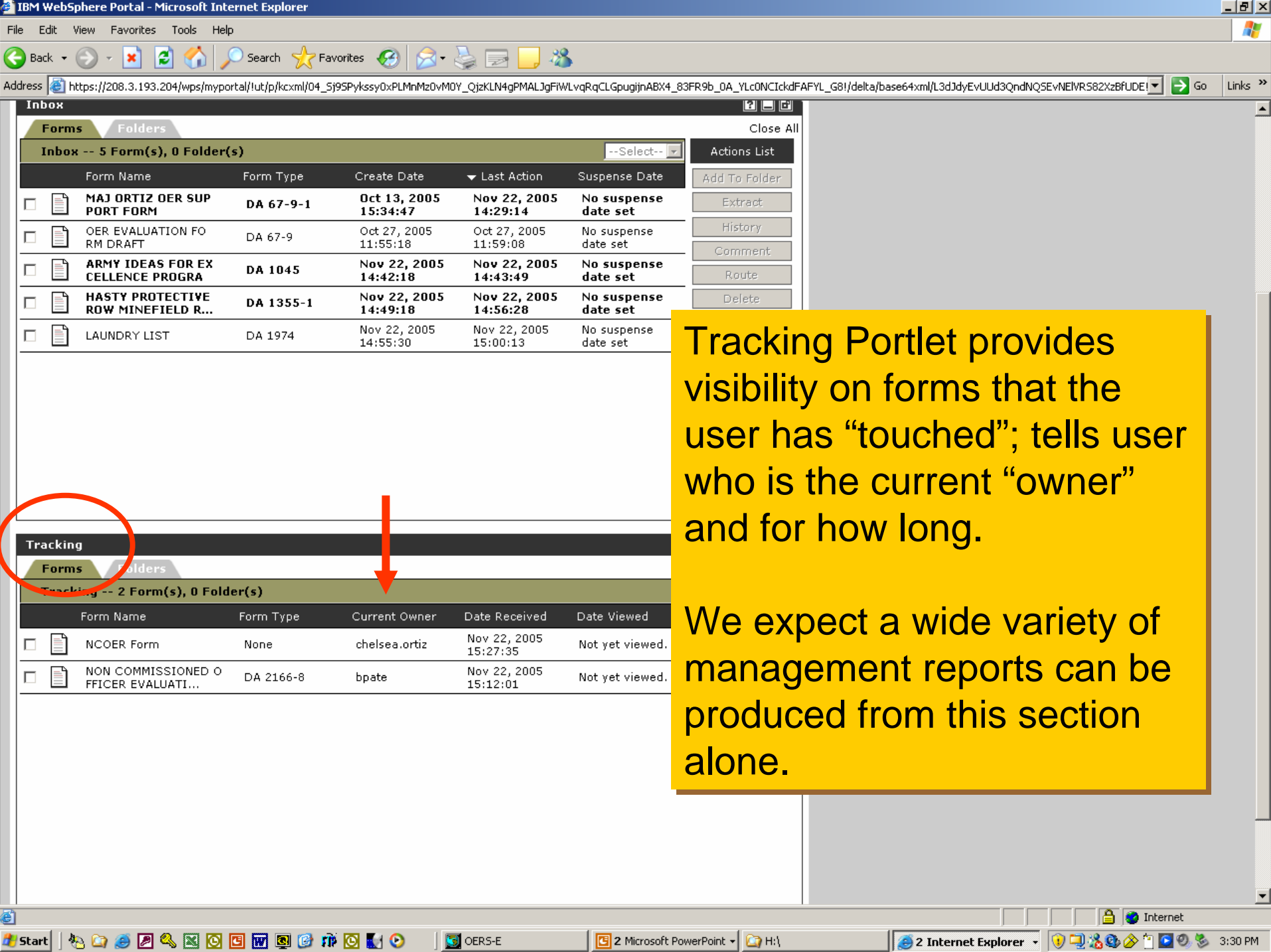
Optional email to receiver's AKO email account

Tracking

Forms Folders

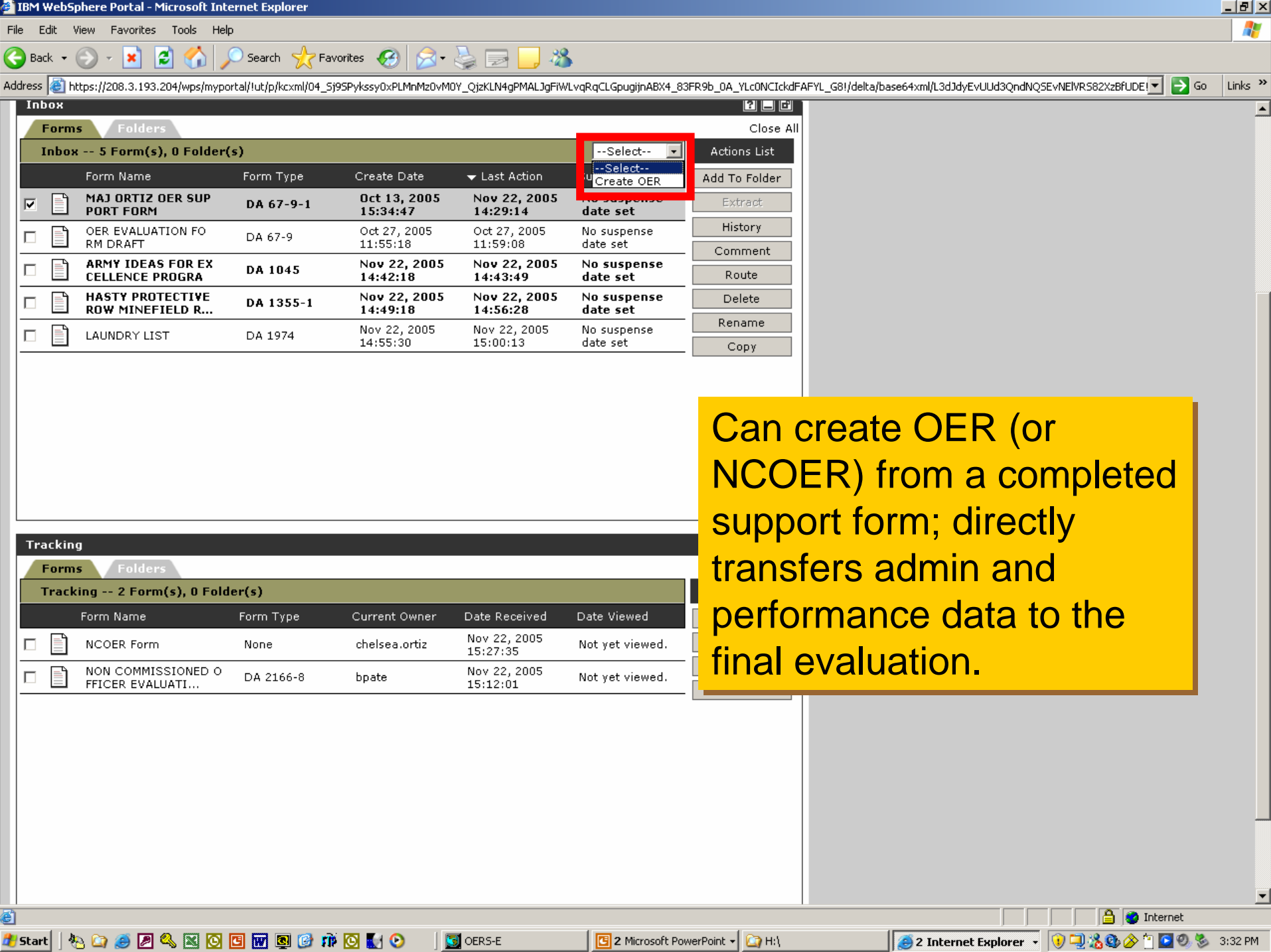
Tracking -- 2 Form(s), 0 Folder(s)

Form Name	Form Type	Current Owner	Date Received	Date Viewed	Actions List
<input type="checkbox"/> NCOER Form	None	jan.swicord	Nov 22, 2005 15:10:54	Not yet viewed.	<input type="button" value="Reclaim"/> <input type="button" value="History"/> <input type="button" value="Comment"/> <input type="button" value="Delete"/>
<input type="checkbox"/> NON COMMISSIONED OFFICER EVALUATI...	DA 2166-8	bpate	Nov 22, 2005 15:12:01	Not yet viewed.	

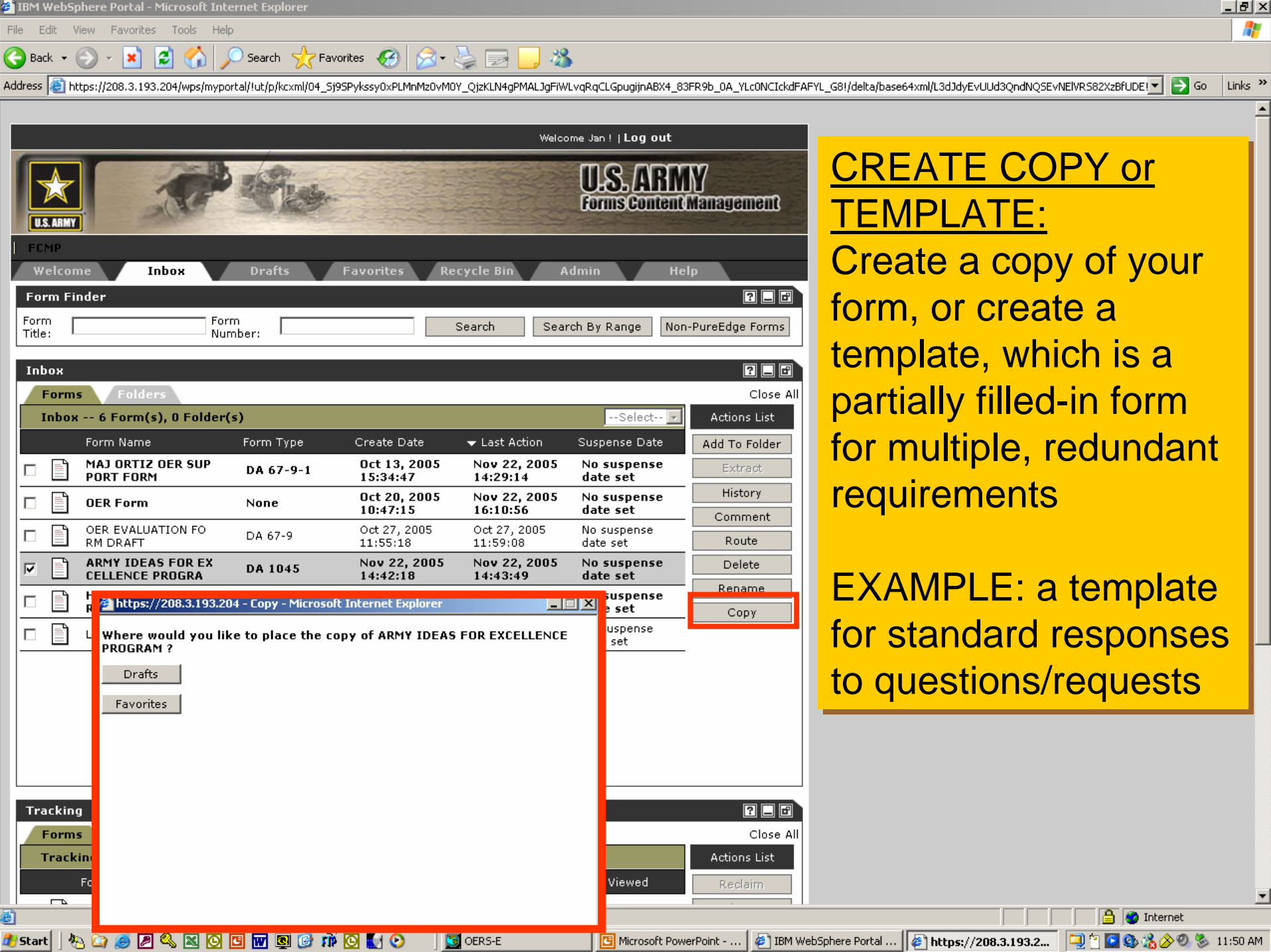


Tracking Portlet provides visibility on forms that the user has “touched”; tells user who is the current “owner” and for how long.

We expect a wide variety of management reports can be produced from this section alone.



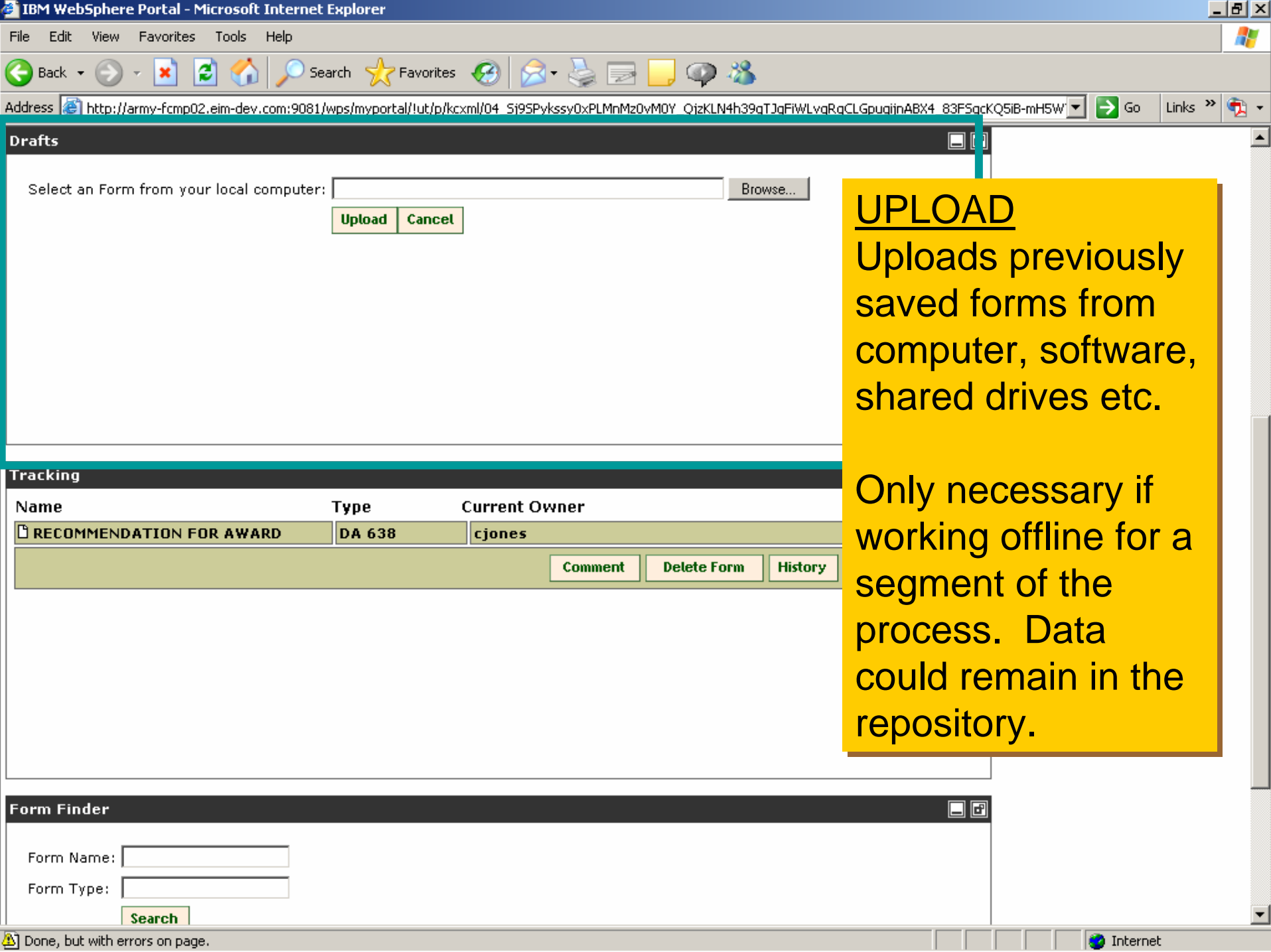
Can create OER (or NCOER) from a completed support form; directly transfers admin and performance data to the final evaluation.



CREATE COPY or TEMPLATE:

Create a copy of your form, or create a template, which is a partially filled-in form for multiple, redundant requirements

EXAMPLE: a template for standard responses to questions/requests



UPLOAD

Uploads previously saved forms from computer, software, shared drives etc.

Only necessary if working offline for a segment of the process. Data could remain in the repository.

Choose file

Look in: Desktop

My Documents
My Computer
My Network Places
Access ThinkPad.exe
Desktop Manager
Deborahv2
FCMP
Gord
GSA_DEMO_SOFTWARE
Old Forms
POCs
Presentations
Bechtold-16 Aug 05-v2.ppt
Bechtold -NETCOM-16 Aug 05.ppt
Designer

MySQL Administrator
NCOER MSG Perkins.xfdl
PEO-LIS-17 Aug 05.ppt
SiteMail 2_0 - sharon_alloway@ein

File name:

Open

Files of type:

All Files (*.*)

Cancel

UPLOAD

Browse for .xfdl
wherever it may
be located.

Important – as
this allows for
disconnected use
when needed.

Comment

Delete Form

History

Reclaim

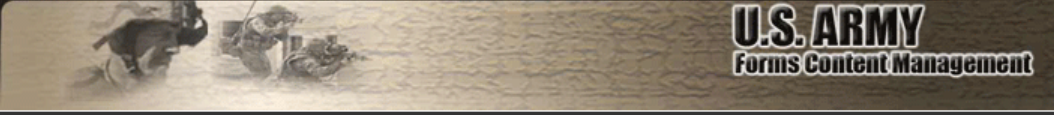

Form Finder

Form Name:

Form Type:

Search

Welcome Jan ! | [Log out](#)



FCMP

Welcome | **Inbox** | **Drafts** | Favorites | Recycle Bin | Admin | Help

Form Finder

Form Title: Form Number:

Drafts

Forms | **Folders**

Drafts -- 5 Form(s), 2 Folder(s)

	Form Name	Form Type	Create Date
<input type="checkbox"/>	[0 form(s)] Mil Eval Forms	folder	N/A
<input type="checkbox"/>	[0 form(s)] SSG Jones PCS	folder	N/A

Tracking

Forms | **Folders**

Tracking -- 2 Form(s), 0 Folder(s)

	Form Name	Form Type	Current Owner	Date Received	Date Viewed
<input type="checkbox"/>	NCOER Form	None	chelsea.ortiz	Nov 22, 2005 15:27:35	Not yet viewed.

FOLDERS:

Packages
multiple forms
with a common
purpose

Allows user to
route multiple
forms & items
as a single
entity

Named by user

MANAGEMENT SUPPORT DIVISION

U.S. ARMY HUMAN RESOURCES COMMAND

The Adjutant General Directorate

Management Support Division

Homepage

General Information

- Points of Contact
- Mission / Vision / Goals

Branches

- DA Secretariat
- AC Promotions
- RC Promotions
- Officer Records (AC)
- Evaluation Systems

Application Links

- SR-2 OnLine (AC)
- IWRS - OER (AC)
- IWRS - NCO-ER (AC)
- 1LT Automated Promotions
- OMPF OnLine

What's New!

HRC What's New!

New! Evaluation Systems Newsletter
OER's via E-mail Attachments
Forms Content Management Program (FCMP)
What's Hot!

**OERS Enhancements
Effective - 01 OCT 04**

Welcome

Contact Us

Management Support Division (MSD) is a division inside The Adjutant General Directorate (TAGD) of the US Army Human Resources Command (HRC). MSD consists of 5 major branches and is authorized 154 civilian and military personnel organized around the core personnel functions of evaluation, selection and promotions. In conjunction with Army G1, MSD sets policy concerning AERs, OERs, NC-OERs and promotions for all components and executes that policy for Active Component soldiers.

For **technical** questions about the Web site contact the [Webmaster](#). For functional questions please refer to the appropriate office.

Key Items / Hot Links

- AC Board Schedule
- RC Board Schedule
- AC Promotion Lists
- RC Promotion Lists
- OER System Information
- NCO-ER System Information
- Appeals & Corrections
- How to order a Senior Rater Profile Report
- Check receipt of an OER (AC)

Related Links

- HRC-St Louis (formerly AR-PERSCOM, 2xCitizen)
- HRC-Indianapolis (EREC website)
- GKO (Guard Knowledge OnLine)

HRC On-Line: <https://www.hrc.army.mil>
Select "HRC-Alexandria", "The Adjutant General", "and MSD" as next steps.

OER System Information

Homepage

General Information

- [Points of Contact](#)
- [Our Mission](#)

Receive and process all Officer Evaluation Reports (OERs), Academic Evaluation Reports (AERs), and official photographs for Active Component Army officers.

Key Areas

- [OER System Information](#)
- [NCO-ER System Information](#)
- [Appeals and Corrections](#)

Application Links

- [SR -2 OnLine \(AC\)](#)
- [IWRS - OER \(AC\)](#)
- [IWRS Processing Tools](#)
- [IWRS - NCO-ER \(AC\)](#)
- [1LT Automated Promotions \(AC\)](#)
- [OMPF OnLine](#)

What's New!

(Electronic Eval)
(OER By Email)
(My Board File)

Welcome

The Evaluation System's Office (ESO) manages the Army's Evaluation Report Systems (OER, NCOER, AER) and the OER Redress System (OER Appeals and Corrections). ESO sets policy for the Army and processes documents for Active Component officers.

Contact Us

Briefings/Training

- [OER Training Brief](#)
- [OER PCC Brief](#)

Evaluation On-going Initiatives

- Forms Content Management
- OER by Mail Attachment

For **technical** questions about the Web site contact the [Webmaster](#). For functional questions please refer to the appropriate office.

This page last reviewed 12/28/05

Key Items / Hot Links

- [Checklist for completing OERs](#)
- [OER Preparation Guide](#)
- [Frequently Asked Questions \(FAQ\)](#)
- [Senior Rater information/management tools](#)
- [How to order a Senior Rater Profile Report](#)
- [Check receipt of an OER \(AC\)](#)
- [Access your OMPF \(AC\)](#)

Regulations

- [AR 623-105](#)
- [AR 623-205](#)
- [AR 623-1](#)
- [DA Pam 623-105](#)
- [Related MILPER Messages](#)